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1998 ANNUAL REPORT OF

The
Office of
Citizen
Complaints

*an agency reporting to the
San Francisco
Police Commission*

City and County of San Francisco
Willie L. Brown, Jr., Mayor
Report Presented By: Mary C. Dunlap
Director, Office of Citizen Complaints

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STAFF OF THE OFFICE OF CITIZEN COMPLAINTS
(as of 12/31/98)

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Special Assistant (Policy & Outreach):
River Ginchild-Abeje

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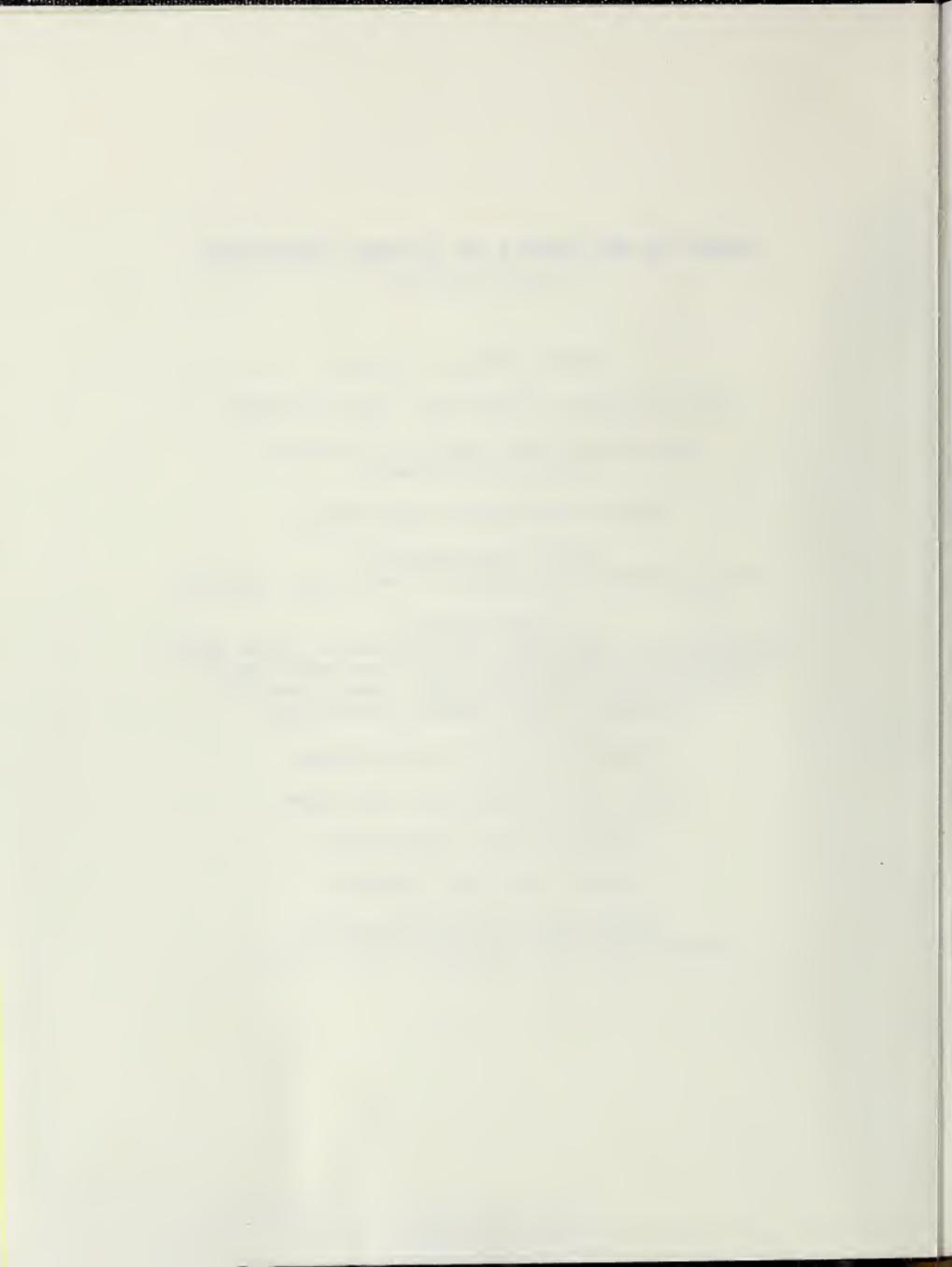
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Staff of the OFFICE OF CITIZEN COMPLAINTS (2/99)

Street level (L to R): Mark Scafidi; Linda Taylor; Dennis Masson; Nancy Chau (behind); River Ginchlida-Abje; Jayson Wechter (behind); Gwen Lancaster; Erick Battazar; David Aule; Vanetta Smith; Sergei Livinov; Laura Tham; Richard Kung (behind); Kasi Jamneth; Karol Heppe (behind); Jean Field; Cheri Toney; Jeff Apkarian; Pat Grigerok; Helen Garza; Irene Rapozza; Donna Medley; Charles Gallman. - Window level (L to R): Eileen Grady; Mary Ivas; Mary Dunlap; James Rodriguez. Not pictured: Silvia Landau; Ed McMahon. *Photo credit: Maureen C. Mason.*



A faint, light gray watermark of a classical building with four columns and a triangular pediment occupies the background of the page.

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TABLE OF CONTENTS

Letter Presenting Report	i
Report	1
I. OCC Staff Growth/Changes	1
II. OCC Caseload	2
III. OCC Public Credibility and Community Relations	8
IV. OCC/Police Department Relations ...	14
V. Conclusion	17
Index to Attachments	19

OFFICE OF CITIZEN COMPLAINTS

CITY AND COUNTY OF SAN FRANCISCO



February 26, 1999

Mary C. Dunlap
Director

TO: Members, San Francisco Police Commission
c/o Hon. Dennis Herrera, President
Hall of Justice, 850 Bryant Street
San Francisco CA. 94103

RE: OCC '98 Annual Report

Dear President Herrera and Members of the Commission,

I am pleased to present the 1998 Annual Report of the Office of Citizen Complaints, for review by the SF Police Commission. As set forth, OCC has made good and steady progress in 1998, in staffing, investigations, litigation, community outreach, and SFPD relations. Rather than summarize the report in detail here, I will leave it to yourself and the other Commissioners to read the report itself, and to study the statistical data, sustained case report, policy recommendations and other attachments.

I offer one focus for those who are seeking to measure OCC's progress during 1998 by studying this report: OCC committed in the 1997 Annual Report that we would address delays and abate backlogs in litigation and cases pending, and we did so. The numbers that I would emphasize in asserting that OCC met this commitment are these: OCC opened 1057 cases in 1998, and closed almost as many (1043). Sustaining 108 cases in 1998, we moved 88 cases through the Chief's level of discipline, of which 74 (84%) were sustained. While OCC ended 1998 with 82 cases in "hardcore backlog" (defined as more than a year pending with OCC), and while we did not succeed in trying as many cases at the Commission level as we would have preferred, I believe that OCC accomplished a high level of efficiency in 1998, while performing thorough investigations and consistent findings as to complaints, by an increasingly well-trained and well-managed staff.

I look forward to the presentation of this report at the Commission's next regular meeting.

With best regards,

Handwritten signature of Mary C. Dunlap, followed by her title "MARY C. DUNLAP, Director".

Encl.

-i-

I. OCC STAFF GROWTH/CHANGES

Beginning in early 1998, the OCC became legally authorized and fully funded to employ a staff of 30 persons. (To contrast, OCC's authorized and funded staff as of mid-1996 was 22 persons, and as of early 1997, the figure was 25). With increases from the General Fund enabling a FY '97-'98 budget of \$2.2 million (including SF Airport funds for the SFPD Airport Division), and with authorization by the Mayor and Board of Supervisors of several other key employment positions (including a second trial attorney, a third senior investigator, and a policy & outreach specialist), OCC was able to hire, train and retain 15 investigators for most of 1998 (corresponding with a police force of more than 2100 SFPD officer positions during calendar 1998), as required by the City Charter investigator-officer ratio that was mandated by voters. Substantially full staffing of the investigator positions, for most of 1998, was achieved amidst significant changes in personnel (including the departures of one staff attorney/policy specialist, one chief investigator, two senior investigators and four investigators during 1998). By the end of 1998, all positions except for one (1) senior investigator were filled.

II. OCC CASELOAD

As set forth in the Comprehensive Statistical Report of the OCC for 1998 (see p. 21), the OCC received 1057 new complaints in the year. During 1998, 557 of these new complaints were closed, along with 437 complaints filed in 1997, 48 complaints filed in 1996 and 1 complaint (concerning an officer-involved shooting) from 1995, for a total closure of 1043 complaints. As of the end of 1998, only 2 cases from 1996 remained open (one concerning an in-custody death, and one concerning a beating in a multijurisdictional context).

Of the 1043 complaints closed by the OCC in 1998, it was concluded that one or more allegations of police misconduct were true, by a preponderance of the evidence, in a total of 108 cases (10.4%).¹ Sustained cases require the most labor-intensive and detailed work by OCC staff, and each is subject to multi-layered evidentiary and legal review.

¹ Beginning in July, 1998, the OCC commenced a practice of sending allegations of failure of officers to comply with Department General Order 2.04 insofar as it requires SFPD members to appear for OCC interviews and to provide written answers to interrogatories to SFPD's Management Control Division for investigation and closure. Before that date, such allegations were investigated by OCC itself, and thus counted in OCC's sustained case rate. Accordingly, by the former method of calculating OCC's sustained case rate, the rate would be higher than 10.4%, due to the number of cases sustained by MCD/SFPD in this period (4 out of 7, making the sustained case rate 10.7% for 1998).

A total of 12 policy recommendations were made by the OCC during 1998. Copies of these recommendations appear in this report (see pp. 52-63). OCC's policy & outreach specialist, Ms. River Ginchild-Abeje, has begun working with SFPD and with Police Commissioner/OCC Liaison Connie Perry, not only to assure implementation of these and prior recommendations of OCC not yet acted upon, but to set up an orderly and mutually constructive procedure for the handling of policy recommendations from OCC by SFPD and the Police Commission.

The policy-recommending function of the OCC is expressly Charter-mandated.² This function is considered to be one of OCC's most important responsibilities, because it enables the OCC to look beyond individual complaints, and beyond the canalized factual disputes and the personalities that can limit the impact of police discipline cases to specific individuals and situations, in order to assist SFPD and the Police Commission to make policy changes in the public interest.

² The City Charter for San Francisco provides in relevant part that: "...[t]he Office of Citizen Complaints shall prepare ... recommendations quarterly concerning policies or practices of the [SF Police] Department which could be changed or amended to avoid unnecessary tensions with the public or a definable segment of the public while insuring effective police services." (City Charter section 4.127 (1/1/96)).

The number of OCC prosecutions conducted at the Police Commission level during 1998 was relatively small (after a "record" volume of prosecutions during 1997); however, approximately a dozen OCC sustained cases resulting in charges at the Police Commission level are currently awaiting trial. The sustained case list accompanying this report (see pp. 40-51) sets forth these cases and related information including outcomes, where determined, to the full extent permitted by law.

During 1998, OCC attorneys prosecuted 88 sustained complaints to the Chief's designee, Assistant Chief Prentice Sanders. Of these, 74 (84% of the cases presented to the Chief) resulted in disciplinary action by SFPD. Of the remaining 14, 8 were "Not Sustained" by the Department, 4 were deemed "Policy Failure" by the Department, and 2 were closed due to the retirement of the accused officers.³ These cases are also summarized in the accompanying sustained case list (see pp. 40-51), including outcomes, where determined, to the full extent permitted by law.

³ These statistics were gathered and calculated manually by OCC Attorney Jean Field for this report, who deserves special praise for her assistance in this matter. The OCC database project (which has experienced severe delays in readiness) will enable automatic reporting of statistics of this nature, once that project is implemented. In the interim, OCC intends to provide manually calculated statistics on this subject whenever feasible, in its quarterly and annual reports.

As of the end of 1998, a total of 556 complaints were pending, including 80 complaints from 1997 and 2 complaints (as described above) from 1996. All of these 82 cases if not since closed, as well as all cases from 1998 that are within the below definition, constitute OCC's case backlog. OCC case backlog is defined to include any simple complaint that has been pending with OCC for more than 6 months, and any complex complaint (multiple accused officers and/or complex issues) pending with OCC for more than 1 year.

As of the end of 1997, the OCC's annual report stated in pertinent part: "Our plan, our pledge, and the closing statement of this 1997 Annual Report ... is simply this: the complaint and litigation backlogs of the OCC must and will decrease in 1998." That plan and pledge were fulfilled in 1998, to the extent accounted for below.

First, OCC reduced its litigation backlog at the Chief's level by completing 88 cases there. Second, OCC sought to reduce the litigation backlog at the Police Commission level, mainly by moving individual cases to readiness to the full extent that this is within the control of OCC's attorneys, and also by meeting with representatives of SFPD, the City Attorney's office and the Police Commission to make arrangements to set OCC's pending cases

for trial by the Commission at its earliest opportunities. With more automatic case calendaring⁴, particularly by the Police Commission, OCC expects that its litigation backlog will be more significantly reduced during 1999.

Third, OCC reduced its complaint backlog during 1998, as follows:

OCC closed 1043 cases in 1998 (with 108 sustained), 64 cases (6.5%) more than in 1997 (where 979 were closed, with 101 sustained) and 17.1% more than in 1996 (where 890 were closed, with 63 sustained) (see p. 21-22).

The five greatest obstacles to OCC's complaint backlog abatement process in 1998 consisted of: (1) the relative newness of OCC's investigative staff, which is an obstacle to efficiency that is being rapidly remedied by stepped-up training and close supervision, and more gradually remedied by time itself, as OCC's investigators gain experience enabling them to work more rapidly; (2) a fairly constant and voluminous stream of new complaints to OCC (while down by 66 (6%) from 1998, the number of new filings still

⁴ OCC respectfully observes, on this subject, that Police Commission rules requiring that cases be calendared, set for pretrial and tried within specific, fixed time periods after the filing of charges would have a substantial ameliorative effect on the litigation backlog. OCC stands ready to do its part to assist in the design of, and then to obey, implement and facilitate the effectiveness of any such automatic calendaring rules. OCC further respectfully observes that such rules of automatic calendaring would serve the additional and useful purpose of accomplishing predictability in trial calendaring, to the obvious advantage of all parties affected by the system.

remains above 1000 (1057 in 1998)), an obstacle which is systematically addressed by the City Charter mandate for a 1/150 OCC/SFPD staffing ratio (but see (1), above); (3) a significant increase during 1998 in the filing of complex and multi-allegation complaints with OCC, including an objectively and relatively large number of complaints that concern officer-involved shootings and other situations of the utmost gravity that require particularly high staffing levels and especially labor-intensive and time-consuming investigative and legal work on the part of OCC; and, finally, (4) the passage of a state law that requires OCC to expedite the handling of its more recent cases (those involving incidents occurring after January 1, 1998)⁵, to the obvious detriment of OCC's ability to prioritize the closure of cases opened before January 1, 1998.

Given this array of both chronic and acute obstacles to the abatement of OCC's complaint backlog, it is understandable that OCC still had 80 cases filed in 1997 pending at the end of 1998. While OCC managed to bring the absolute number of pending cases down by 19 at the end of 1998 (575 as of 12/31/97, 556 as of 12/31/98), the abatement

⁵ This amendment to California Government Code section 3304 was discussed at length in the 1997 Annual Report of OCC (pp. 7-9). The law requires that, with certain express exceptions, complaints involving alleged misconduct occurring on or after 1/1/98 must be investigated and closed by OCC within one (1) year of filing with OCC.

of OCC's case backlog remains a major challenge to all OCC staff. This challenge is being embraced enthusiastically by all concerned. Chief Investigator Donna Medley, who began with OCC in late December, 1998, has already implemented a number of training and case management measures aimed at assuring that the backlog will further decrease in 1999, and that the obstacles set forth above will be addressed and overcome as completely as possible.

Meanwhile, along with a continuing commitment to remove unnecessary delays from OCC's work, and to rigorously address the sources of these delays when within OCC's reach, the guideposts of OCC's functioning must remain the quality of investigations, the accuracy of findings, and fairness to all parties.

III. OCC PUBLIC CREDIBILITY

AND COMMUNITY RELATIONS

OCC continued to build bridges with the diverse communities participating in the life of the City of San Francisco, during 1998. This bridge-building was conducted in a variety of ways, such as:

- OCC personnel appeared and spoke at literally dozens of meetings, trainings, community hearings and a variety of other occasions (for examples: a table at the Tenderloin Adopt-A-Block community fair; an in-service training in the Mission District for the Real Alternatives Project counseling staff; a meeting about alleged selective enforcement of prostitution laws against massage parlor employees; a visit to YGC to brief juvenile corrections personnel on the functions of OCC)
- OCC staff wrote, designed and distributed brochures about the functions and procedures of OCC, including a brochure in Spanish;
- OCC staff members voluntarily raised and contributed funds for the Machen Foundation Community Center in the OMI neighborhood, for the Combined Charities Campaign of the City and County of SF (with enrollment of 50% of OCC staff), and for several other charitable purposes;
- OCC staff participated in meetings and trainings on ADA compliance, and set up TTY equipment with a full-staff training to assist deaf and hearing-impaired persons;
- OCC provided trainings and meetings to a number of groups and individuals from foreign countries expressing interest in the subject of civilian review of police

(including a 27-member delegation of prosecutors, defenders, journalists and civil rights activists from the Republic of Georgia and a human rights researcher from Azerbaijan, presented by the US State Department, and a police chief from South Africa, presented by SFPD);

- OCC provided telephone consultations and written information to a host of persons and organizations contacting OCC for assistance in setting up or fine-tuning civilian review mechanisms across the United States (in California, New York, Tennessee, Texas and Arkansas), and provided live testimony concerning the operations of OCC to a committee, headed by UC Berkeley law professor Steven Bundy, that is considering the establishment of civilian review for misconduct complaints against the UC Berkeley Campus police.

The above list is by no means all-inclusive of the activities of the OCC during 1998 that were intended to preserve OCC's public credibility and to strengthen OCC's community ties. Through the work of OCC's policy and outreach specialist, River Ginchild-Abeje, and others, most notably OCC staff attorney James Rodriguez, OCC advanced these concerns ably and diligently throughout 1998.

Because OCC's new database remains unavailable to date, no detailed reports concerning OCC's complainants can be generated. However, demographic data as to OCC's complainants was manually synthesized for this Report, as in 1996 and 1997. (See p. 39 for "OCC Complaints by Selected Demographic Characteristics"). This data provides some, albeit rather limited and speculative, feedback on the success of OCC's community outreach efforts during 1998.

As in 1996 and 1997, most individual complainants were males between ages 20 and 40; at the same time, 31% of complainants were females, and about 35% of complainants were older than 40. This suggests that access to OCC is roughly equal for males, females, and persons of all age groups (except for juveniles, who made up less than 5% of OCC's complainant base). Outreach to youth by OCC continues, through implementation of a planned formal outreach program directed by River Ginchild-Abeje that has begun in 1999.

Of the 82% (1034 out of 1294) of OCC's individual complainants who identified themselves by race/ethnicity, 48% were persons of color, including 357 African-Americans (27%), 139 Hispanic/Latino(a) (11%), 89 Asian-American and Pacific Islander (7%), 20 Middle Eastern/Arab (2%), 19

Native American (1%), and 4 persons of Mixed Race/Ethnicity (less than 1%).

As in 1996 and 1997, African-American persons appear as OCC complainants at a rate roughly 2-1/2 times greater than their numbers in the San Francisco population. This number, and the continuing statistical disparity for 1996-1998 that the rate establishes (shown as of 1998 by 357 self-identifying African-American complainants, constituting 27% of OCC's complainants, while the 1990 census, with adjustments for undercounting, enumerated African-Americans as a bit more than 11% of San Francisco's population) raises a still-unanswered cluster of questions as to how and why African-Americans experience and report police misconduct to OCC at a rate that is consistently, substantially higher than their share of the SF population.

This cluster of questions, as well as the realities that underlie African-American complainants' experiences with SFPD, cannot be approached in an adequately professional and scientific fashion until OCC's database project is completed. At that time, the patterns and frequencies of African-Americans' complaints, including their natures, locations and the rates of sustained allegations, both within the group, and as compared with

those of other racial groups, can be fully and properly studied.

However, in the meanwhile, it certainly remains important, particularly for those who care about issues of racial profiling (recently resoundingly condemned by President Clinton's Commission on Race) and racially discriminatory law enforcement (e.g., as raised by the pending state-level controversy concerning statistical study of traffic citations to determine whether and how "Driving While Black/Brown" constitutes an enforcement pattern, as claimed by many civil libertarians), to be aware that 27% (or more⁶) of OCC's complainants are African-Americans, in a city whose population is substantially less than 27% African-American. Whatever the explanatory factors prove to be as to how and why there is a persistent substantial disparity in African-American complainants' rates of complaint to OCC as to SFPD misconduct, the answers surely must be sought; in the interim, awareness of the disparity itself, and careful thoughts about it, should be encouraged.

The percentage of complainants identifying as Hispanic/Latino(a) increased slightly from 1997, from 108

⁶ The 27% figure assumes that African-Americans do not constitute a disproportionate number of those OCC complainants who decline or omit their race/ethnicity on the 293 complaint form. There is no information available to OCC to confirm or refute this premise at this time.

(9%) in 1997 to 139 (11%) in 1998. This increase hopefully although not certainly reflected OCC's outreach efforts to this population during 1998, effectuated by bicultural and Spanish-English bilingual staff, including James Rodriguez, David Aulet and Helen Garza, with appearances at community and organizational meetings and trainings, and distribution of OCC's Spanish language brochure across the City.

Hispanic/Latino(a) and Asian American/Pacific Islander complainants come to OCC at less than their census-based percentages in the SF population. These disparities also raise important questions, particularly about how OCC now serves and how it should be serving each of these populations, and especially the monolingual Spanish- and Asian-language speakers within these population groups. Given that OCC now has the efforts of policy & outreach specialist Ms. Ginchild-Abeje, and once OCC's computerized capacity for correlation and comparison comes into reach, answers to these questions should become more accessible.

IV. OCC/POLICE DEPARTMENT RELATIONS

As emphasized in the reports for 1996 and 1997, OCC enjoys excellent communications and a well-developed rapport

with SFPD command staff. During 1998, this good relationship was tested in a number of situations, and it held up sturdily.

To illustrate: In the fall of 1998, after a relative downpour of OCC complaints due to officer-involved shootings, where certainly the potential for mutual misunderstanding, defensiveness, and "turf warfare" among OCC, SFPD, and the District Attorney was high, representatives of the interested agencies sat down, conferred, and ultimately reached a written agreement as to a protocol for these situations. This agreement, which soon will be formalized and implemented, enables OCC to meet with the relevant criminal law enforcement authorities promptly after receiving an officer-involved shooting complaint, to harmonize its efforts with those of SFPD and the District Attorney, and to fulfill its legal and public interest obligations to investigate allegations of police misconduct without either interfering with the work of SFPD and the DA's office or unnecessarily delaying (and thus undermining) its own efforts in this most serious category of cases.

Also, for another full year, OCC was not obliged to invoke its verified complaint power to file charges with the Police Commission in any case where the OCC and SFPD

disagreed about the forwarding of charges to the Commission. Moreover, as reported in Section II., above, in 74 (84%) of 88 cases presented by OCC to the Chief's designee in 1998, SFPD agreed that OCC's sustained complaints should be upheld.

One other area of real improvement in OCC/SFPD communications should be noted. OCC's policy & outreach specialist, River Ginchild-Abeje, has been regularly attending the present recruit classes at the Police Academy, for reasons of improving OCC's knowledge of SFPD's "basic training" and of establishing rapport between OCC and SFPD's recruits. Ms. Ginchild-Abeje herself has expressed the value of her attendance at the Academy this way:

"The bank of knowledge built by attending the academy is vital to understanding police procedures. Relationships that develop over 28 weeks of mutual learning are far superior to a typical 30-minute interview at the OCC."

In the new year, OCC looks forward to working with MCD and the Legal Division of SFPD to implement: a better case management and communications system between our agencies to

assure that cases are tried efficiently and within legal time limits; connections of OCC's LAN and PC workstations to SFPD's new information databases, including the new "911" Emergency Communications information project; continuing vigilance by OCC and MCD/SFPD as to violations by officers of Department General Order 2.04 insofar as compelled appearances and answers to written questions, and service of OCC's documents by commanders, are concerned; and, finally, coordinated record-keeping as to the Early Warning System.

V. CONCLUSION

In 1998, OCC accomplished full staffing, as well as re-staffing in key positions with the loss of certain highly valued personnel, better controls as to caseload, significant reductions of the litigation backlog at the Chief's level, and at least a beginning level of improvement in trial calendaring at the Commission level, modest but real reductions in OCC's complaint backlog, demonstrably better training and supervision of OCC investigative staff, and substantial improvements in community outreach, especially to Spanish-speaking complainants and to deaf and hearing-disabled persons contacting OCC, and improvements in

OCC's connections to the SF Police Academy, its programs of training and SFPD's newest recruits.

It is planned and pledged that 1999 will bring continuation of these improvements, as well as material advances in OCC's painfully overdue database project. Assuming budgetary assistance from the General Fund, full implementation should be accomplished, by mid-2000 at the latest, of new data connections between OCC's computer system and those of SFPD and other City law enforcement agencies. We are working diligently and enthusiastically toward these advances in OCC's efficiency and communications, and with renewed dedication to OCC's mission, to establish "...accountability of every member of the San Francisco Police Department, in each and every rank, position and location, to all of the people in or of this City and County." (See p. 20 for "Mission Statement of the Office of Citizen Complaints".)

Respectfully submitted,

Mary C. Dunlap
BY, MARY C. DUNLAP, Director

Office of Citizen Complaints

INDEX TO ATTACHMENTS

Mission Statement of the OCC	20
Comprehensive Statistical Report (1998)	21
Comparative Overview of OCC Caseload	22
Investigative Hearings/Mediations	23
How Complaints Were Received	24
Complaints and Allegations By Unit, 12/98	25
Complaints and Allegations By Unit, 12/97	26
Complaints and Allegations, 4th Quarter '98 ..	27
Complaints and Allegations, 4th Quarter '97 ..	28
Complaints and Allegations By Unit, 1998	29-30
Complaints and Allegations By Unit, 1997	31-32
Findings and Allegations Closed, 1998	33-34
Pending Case Levels, 1997-1998	35
Allegations by Percentage, 1998	36
Allegations by Percentage, 1997	37
Cases Received/Pending, 1992-1998	38
OCC Complaints/Demographics 1998	39
Sustained Cases, 1994-1998	40-51
Policy Recommendations, 1998	52-63
Definitions of Allegations & Findings	64
SFPD District Map	65

MISSION STATEMENT OF THE OFFICE OF CITIZEN COMPLAINTS

The Office of Citizen Complaints ("the O.C.C.") was founded by the people of the City and County of San Francisco in the year 1983. By means of a popular vote strongly affirming a ballot measure, the O.C.C. was born. The highest purpose, essence and meaning of the O.C.C. is and has always been to achieve accountability of every member of the San Francisco Police Department, in each and every rank, position and location, to all of the people in or of this City and County.

San Francisco is a special city, one to which the world looks for inspiration, ethical guidance and humanitarian models in addressing problems both contemporary and chronic. Whether it is a matter of finding the best medical, emotional, legal and moral prototypes for the care and support of people with AIDS, HIV-positive people, and their loved ones, or locating the most expert methods for maintaining civil order during and after devastating earthquakes, or learning how most effectively to diversify local government to serve and reflect the multicultural human rainbow, or doing formative work on a host of other persistent problems affecting health, safety, welfare and the environment, San Francisco is a leader in our region, state, nation and in the world. In accomplishing civilian review and oversight, prevention, deterrence, and discipline, as to police brutality, inequality of enforcement, and in the challenge of overcoming police misconduct, San Francisco is looked to as a leader, and San Francisco must become a better leader.

But how shall we do this? Every person working at the O.C.C. can make a crucial difference. Every individual who works at the O.C.C., paid or volunteer, temporary or permanent, regardless of job title, position, level of experience, political beliefs or personal identity, must be dedicated and re-dedicated to meeting certain standards. These are:

- (1.) To show to every person who has business with the O.C.C. the utmost courtesy, respect, and understanding of their situation;
- (2.) To realize that an honest, just, effective and duly restrained police force is instrumental to civic peace;
- (3.) To realize that the responsibilities of the O.C.C. in achieving an honest, just, effective and duly restrained police force serve a sacred public trust; and, to make choices and decisions harmonious with that public trust, based on fairness and truth, and never upon partisanship or sentiment, as to each complaint presented, and as to each problem encountered;
- (4.) To appreciate that the work of the O.C.C. will be unwelcome, unpopular and misunderstood among some, and not to be deterred or distracted by those reactions, but rather to stay focussed on the central and justifying mission of the Office of Citizen Complaints, namely, to achieve accountability of every member of the San Francisco Police Department, in whatever rank, position and location, to all of the people in or of this City and County.

By: Mary C. Dunlap, Director (7/29/96)

OFFICE OF CITIZEN COMPLAINTS:
COMPREHENSIVE STATISTICAL REPORT
01/01/1998 TO 12/31/1998

	1ST QUARTER TOTAL	2ND QUARTER TOTAL	3RD QUARTER TOTAL	October 1998	November 1998	December 1998	YTD TOTAL
Number of Cases Received	276	289	253	96	81	62	1057
Total Mergers/Voids 1998	6	6	7	2	3	0	24
Adjusted No. of Cases Received	270	283	246	94	78	62	1033
Total Mergers/Voids 1997	4	4	0	0	0	0	8
Number of 1995 Cases Closed	1	0	0	0	0	0	1
Number of 1996 Cases Closed	23	16	9	0	0	0	48
Number of 1997 Cases Closed	155	135	102	18	10	17	437
Number of 1998 Cases Closed	51	135	186	49	57	79	557
Total Number of Cases Closed	230	286	297	67	67	96	1043
Number of 1995 Cases Pending	0	0	0	0	0	0	0
Number of 1996 Cases Pending	25	10	2	2	2	2	2
Number of 1997 Cases Pending	367	230	125	107	97	80	80
Number of 1998 Cases Pending	222	370	429	474	491	474	474
Total Number of Cases Pending	614	610	556	583	590	556	556
Total Info. Only 1998	15	8	13	7	3	6	52
Total Info. Only 1997	3	0	0	0	0	0	3
Number of Cases Sustained	21	38	28	3	4	14	108

OFFICE OF CITIZEN COMPLAINTS:
COMPARATIVE OVERVIEW OF O.C.C. CASELOAD, '98 - '97 - '96

		YEAR		YEAR	
		1998	1997	1997	1996
Complaints Filed	TOTAL	1057	1123	1023	
	1st Quarter	276	287	225	
	2nd Quarter	289	260	263	
	3rd Quarter	253	281	284	
	October	96	118	101	
	November	81	77	81	
	December	62	100	69	
Cases Closed	TOTAL	1043	979	890	
	1st Quarter	230	217	262	
	2nd Quarter	286	311	118	
	3rd Quarter	297	262	236	
	October	67	74	101	
	November	67	48	69	
	December	96	67	104	
Cases Pending	TOTAL	614	515	300	
	1st Quarter	610	464	438	
	2nd Quarter	556	475	481	
	3rd Quarter	563	516	479	
	October	590	545	488	
	November	556	575	453	
Sustained Cases	TOTAL	108	101	63	
	1st Quarter	21	10	9	
	2nd Quarter	38	37	13	
	3rd Quarter	28	28	10	
	October	3	6	7	
	November	4	5	9	
	December	14	15	15	

* As of 7/98 forward, these numbers do not include sustained allegations of failures to communicate and cooperate with OCC (DG0 2.04). See 1998 Annual Report text for explanation.

**OFFICE OF CITIZEN COMPLAINTS:
INVESTIGATIVE HEARING REQUESTS**

01/01/1998 TO 12/31/1998

	FIRST QUARTER	SECOND QUARTER	THIRD QUARTER	OCTOBER 1998	NOVEMBER 1998	DECEMBER 1998	YTD TOTAL
Number of Requests	17	8	26	6	6	4	67
Number of Hearing(s) Granted*	2	1	1	0	0	2	6
Number of Requests Denied*	18	11	40	4	3	6	82
Number of Requests Pending Hearing*	n/a	5	n/a	2	4	2	n/a
Number of Hearings Held*	0	0	3	0	0	0	3

*Action specified may reflect hearings granted in previous months.

MEDIATION REPORT

01/01/1998 TO 12/31/1998

	FIRST QUARTER	SECOND QUARTER	THIRD QUARTER	OCTOBER 1998	NOVEMBER 1998	DECEMBER 1998	YTD TOTAL
Number of New Eligible Cases	21	7	2	0	0	0	30
Number Refused by Complainant*	4	0	0	0	0	0	4
Number Refused by Officer*	0	0	0	0	0	0	0
Number of Cases Pending Mediation *	n/a	7	2	1	0	0	n/a
Number of Cases Mediated *	0	3	1	0	0	0	4

*Action specified may reflect hearings granted in previous months.

OFFICE OF CITIZEN COMPLAINTS:
HOW COMPLAINTS WERE RECEIVED
01/01/1998 TO 12/31/1998

MONTH	IN PERSON	PHONE	MAIL	SFPD	MAYOR	OTHER	TOTALS
January	39	25	15	2	1	5	87
February	41	13	17	2	0	4	77
March	52	31	21	6	0	2	112
TOTAL 1ST QUARTER	132	69	53	10	1	11	276
April	42	25	19	4	0	4	94
May	46	19	19	3	1	1	89
June	56	21	18	5	0	6	106
TOTAL 2ND QUARTER	144	65	56	12	1	11	289
July	32	34	16	9	0	6	97
August	44	16	16	4	0	4	84
September	35	11	17	2	0	11	76
TOTAL 3RD QUARTER	111	61	49	15	0	21	257
October	38	16	22	7	0	13	96
November	27	20	22	4	0	8	81
December	20	15	15	3	0	9	62
TOTAL 4TH QUARTER	85	51	59	14	0	30	239
YEAR TO DATE TOTAL	472	246	217	51	2	73	1061

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT, DECEMBER 1998
12/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Force		Unnecessary Action		Conduct Discredit of Duty		Reflecting Neglect Slur		Sexual Slur		Disrespect Procedure		Policy Failure		Training Failure		Total Allegations		Total Officers	
	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count	Count
=Unknown Assignment	22	2	13	7	7	0	0	6	0	0	0	0	0	0	0	0	0	0	35	27
1J -Tenderloin Task Force	7	4	11	5	4	0	0	4	0	0	0	0	0	0	0	0	0	0	28	12
3A -Central Station	3	0	6	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	11	4
3B -Southern Station	3	1	18	10	0	0	0	2	0	0	0	0	0	0	0	0	0	0	31	7
3C -Bayview Station	4	3	6	5	3	0	0	2	0	0	0	0	0	0	0	0	0	0	19	6
3D -Mission Station	8	3	3	7	7	0	0	3	0	0	0	0	0	0	0	0	0	0	23	10
3E -Northern Station	5	3	5	1	4	0	0	1	0	0	0	0	0	0	0	0	0	0	14	8
3F -Park Station	4	5	3	4	5	0	0	3	0	0	0	0	0	0	0	0	0	0	20	7
3G -Richmond Station	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1
3H -Ingleside Station	1	1	5	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	8	2
3I -Taraval Station	3	0	5	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	8	4
Muni Transit Company	4	1	10	3	2	0	0	0	0	0	0	0	0	0	0	0	0	0	16	6
3T -Crime Suppression Unit	2	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2
3U -Field Operations HQ	2	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4	2
3Y -Tactical/Honda	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1
4C -E & I Staff	3	0	0	1	4	0	0	0	0	0	0	0	0	0	0	0	0	0	5	3
4T -Headquarters Company	1	0	1	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	3	1
5D -Burglary	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1
5U -Investigations HQ	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	2
AB -Airport Bureau	1	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	5	2
101-Info only (Referral)	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0
102-Info only	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0
TOTAL	62	23	89	60	48	1	0	22	0	0	0	0	0	0	0	0	0	0	251	108

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
12/01/1997 TO 12/31/1997, FOR COMPARISON

ALLEGATION NUMBERS

UNIT	ALLEGATION NUMBERS										Total Officers
	Complaint Count	Unnecessary Force	Unwarranted Action	Reflicting Discredit	Racial Slur	Sexual Slur	Discourtesy	Procedure	Policy Failure	Training Allegations	
=Unknown Assignment	35	8	32	20	27	1	0	2	0	0	90
1A -Chief's Office	2	0	0	2	3	0	0	1	0	0	6
1J -Tenderloin Task Force	4	1	9	4	2	0	0	1	0	0	17
3A -Central Station	7	5	10	1	5	0	0	2	0	0	23
3B -Southern Station	5	1	7	4	11	0	0	2	0	0	11
3C -Bayview Station	8	4	15	7	4	0	0	4	0	0	25
3D -Mission Station	8	3	20	6	7	0	0	5	0	0	9
3E -Northern Station	12	0	27	4	11	0	0	3	0	0	41
3F -Park Station	8	3	16	3	5	0	0	2	0	0	15
3G -Richmond Station	4	0	3	5	2	0	0	3	0	0	13
3H -Ingleside Station	4	1	4	2	5	0	0	2	0	0	14
3I -Taraval Station	4	7	14	0	2	0	0	3	0	0	10
Muni Transit Company	3	0	2	1	1	0	0	2	0	0	6
3U -Field Operations HQ	1	0	1	0	0	0	0	0	0	0	1
4B -Solo Motorcycle	1	0	0	1	1	0	0	0	0	0	2
4T -Headquarters Company	3	2	9	5	0	0	0	0	0	0	16
5C -Auto	1	0	1	0	0	0	0	0	0	0	1
5F -Fraud	1	0	0	0	1	0	0	0	0	0	1
5V -Vice Crimes/Prostitution	1	0	0	0	1	0	0	0	0	0	1
AB -Airport Bureau	1	2	0	0	2	0	0	0	0	0	2
IO1-Info only (Referral)	9	0	6	5	2	0	0	0	0	0	13
IO2-Info only	1	0	1	0	0	0	0	0	0	0	1
TOTAL	123	37	177	70	92	1	0	32	0	0	409

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT - FOURTH QUARTER, 1998
 10/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Count	Force Action	Conduct						Training Failure	Total Allegations	Total Officers
			Unwarranted Disrespect	Reflecting Disobey	Neglect Duty	Racial Slur	Sexual Slur	Discourtesy Policy			
=Unknown Assignment	92	28	81	45	55	1	0	23	0	0	233
1J-Tenderloin Task Force	19	14	42	15	11	3	2	7	0	0	94
3A-Central Station	15	3	17	14	15	0	0	5	0	0	54
3B-Southern Station	18	7	40	24	25	2	0	8	0	0	106
3C-Bayview Station	13	7	25	9	10	0	0	9	0	0	60
3D-Mission Station	19	7	30	14	20	0	0	10	0	0	81
3E-Northern Station	15	14	28	5	11	1	0	4	0	0	63
3F-Park Station	17	9	35	16	16	2	0	9	0	0	87
3G-Richmond Station	6	0	3	5	2	0	0	2	0	0	12
3H-Ingleaside Station	12	8	39	5	9	0	1	5	0	0	67
3I-Taraval Station	11	2	38	9	10	0	0	1	0	0	60
3M-Muni Transit Divis	3	0	2	2	1	0	0	2	0	0	7
3T-Crime Suppression Unit	2	0	1	2	0	0	0	0	0	0	3
3U-Field Operations HQ	3	1	0	3	1	0	0	0	0	0	5
3Y-Tactical/Honda	1	0	0	2	0	0	0	0	0	0	1
4B-Spolo Motorcycle	1	1	0	1	2	0	0	0	0	0	4
4C-E & I Staff	7	0	1	2	5	1	0	4	0	0	13
Muni Transit Company	4	1	5	4	1	0	0	2	0	0	13
4T-Headquarters Company	6	1	14	4	1	1	0	1	0	0	22
5A-Night Investigation	2	0	8	0	7	0	0	1	0	0	16
5D-Burglary	1	0	0	0	1	0	0	0	0	1	1
5G-General Works	2	0	0	2	1	0	0	0	0	0	3
5L-Sex Crimes	1	0	0	2	0	0	0	0	0	0	2
5U-Investigations HQ	2	0	0	2	0	0	0	0	0	0	2
5V-Vice Crimes/Prostitution	2	2	5	2	1	0	0	2	0	0	12
AB-Airport Bureau	6	0	3	4	5	0	0	2	0	0	14
IO1-Info only (Referral)	13	2	4	7	8	0	0	4	0	0	25
IO2-Info only	6	0	4	0	2	0	0	0	0	0	6
TOTAL	299	107	425	200	220	11	3	101	0	0	1067

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT - FOURTH QUARTER, 1997
10/01/1997 TO 12/31/1997 - FOR COMPARISON

ALLEGATION NUMBERS

UNIT	Complaint Count										Conduct Count										Training Count	
	Complaint Force		Unnecessary Action		Reflecting Discredit		Neglect of Duty		Racial Slur		Sexual Slur		Discourtesy		Procedure		Policy Failure		Allegations		Officers	
	Count	Force	Count	Action	Count	Discredit	Count	Neglect	Count	Racial	Count	Sexual	Count	Discourtesy	Count	Procedure	Count	Policy	Count	Failure	Total	
=Unknown Assignment	105	30	90	65	77	5	3	26	0	0	0	0	0	0	0	0	0	0	0	296	143	
1A -Chief's Office	2	0	0	2	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	6	4	
1J-Tenderloin Task Force	16	10	28	10	18	0	0	6	0	0	0	0	0	0	0	0	0	0	0	72	26	
1X -FTO/Mission Station	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	
2G -Permits	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	
3A -Central Station	16	7	35	7	18	0	0	5	0	0	0	0	0	0	0	0	0	0	0	72	29	
3B -Southern Station	29	6	35	13	29	1	1	13	0	0	0	0	0	0	0	0	0	0	0	98	35	
3C -Bayview Station	20	6	37	19	25	0	0	8	0	0	0	0	0	0	0	0	0	0	0	95	34	
3D -Mission Station	17	9	34	19	21	0	0	10	0	0	0	0	0	0	0	0	0	0	0	93	31	
3E -Northern Station	30	14	56	19	35	0	1	9	0	0	0	0	0	0	0	0	0	0	0	134	47	
3F -Park Station	23	12	44	12	29	0	1	7	0	0	0	0	0	0	0	0	0	0	0	105	32	
3G -Richmond Station	17	3	34	18	8	1	0	9	0	0	0	0	0	0	0	0	0	0	0	73	19	
3H -Ingleside Station	15	10	29	8	14	0	0	3	0	0	0	0	0	0	0	0	0	0	0	64	25	
3I -Taraval Station	12	8	24	6	31	0	0	9	0	0	0	0	0	0	0	0	0	0	0	78	25	
Muni Transit Company	8	1	7	4	2	0	0	4	0	0	0	0	0	0	0	0	0	0	0	18	6	
3U -Field Operations HQ	3	3	8	5	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	20	4	
4A -Traffic Administration	1	0	0	9	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	11	9	
4B -Solo Motorcycle	3	0	3	3	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	10	3	
4K -Special Motorcycle	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	
4T -Headquarters Company	8	5	21	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	36	11	
5C -Auto	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	
5F -Fraud	2	0	0	0	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	3	2	
5G -General Works	1	0	1	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	5	1	
5H -Homicide	1	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2	
5N -Narcotics	3	0	23	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	30	15	
5S -S Squad	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	
5T -Juvenile	1	1	5	2	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	12	1	
5V -Vice Crimes/Prostitution	3	0	1	1	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	4	4	
AB -Airport Bureau	2	2	4	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	7	
IO1-Info only (Referral)	27	6	15	12	7	1	0	5	0	0	0	0	0	0	0	0	0	0	0	46	0	
IO2-Info only	7	1	5	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	
TOTAL	379	135	547	250	347	9	6	119	0	0	0	0	0	0	0	0	0	0	0	1413	521	

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
 01/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Count		Force Action		Conduct Discredit		Reflecting Duty		Neglect or Duty		Racial Slur		Sexual Slur		Discourtesy Procedure		Policy Failure		Training Failure		Total Allegations		Total Officers	
	Count	Force	Unnecessary	Unwarranted	Action	Discredit	of Duty	Slur	Slur	Slur	Sexual	Slur	Slur	Slur	Procedure	Policy	Failure	Training	Failure	Total Allegations	Total Officers			
=Unknown Assignment	393	115	290	167							89	4	0	0	0	0	0	0	0	911	511			
1J-Tenderloin Task Force	69	57	171	65							19	0	0	0	0	0	0	0	0	393	55			
1Q-Personnel Staff	1	0	0	1							0	0	0	0	0	0	0	0	0	1	1			
1V-Planning & Research	1	0	0	0							0	0	1	0	0	0	0	0	0	1	1			
1Z-Housing Police	3	0	5	0							1	0	2	0	0	0	0	0	0	8	4			
2F-Records Section	1	0	0	1							0	0	0	0	0	0	0	0	0	1	1			
2G-Permits	1	0	1	1							0	0	0	0	0	0	0	0	0	2	1			
2U-Support Services HQ	2	0	0	2							0	1	0	0	0	0	0	0	0	3	2			
3A-Central Station	57	13	65	42							2	18	0	0	0	0	0	0	0	182	55			
3B-Southern Station	78	26	142	61							2	0	31	0	0	0	0	0	0	341	79			
3C-Bayview Station	75	24	144	76							59	1	0	23	0	0	0	0	0	327	73			
3D-Mission Station	79	35	138	82							0	1	34	0	0	0	0	0	0	370	75			
3E-Northern Station	87	46	136	61							6	2	47	0	0	0	0	0	0	393	102			
3F-Park Station	59	22	100	40							47	3	0	20	0	0	0	0	0	32	57			
3G-Richmond Station	45	19	56	37							43	1	2	36	0	0	0	0	0	194	45			
3H-Ingleaside Station	53	28	136	38							42	0	3	22	0	0	0	0	0	289	60			
3I-Taraval Station	56	44	120	70							51	1	2	14	0	0	0	0	0	272	57			
Muni Transit Company	23	4	25	17							8	0	10	0	0	0	0	0	0	64	20			
3T-Crime Suppression Unit	3	0	1	2							0	0	1	0	0	0	0	0	0	4	3			
3U-Field Operations HQ	9	1	14	6							6	0	0	2	0	0	0	0	0	29	8			
3X-Mounted Unit	2	0	4	1							0	0	1	0	0	0	0	0	0	6	2			
3Y-Tactical/Honda	7	3	5	7							4	1	0	1	0	0	0	0	0	21	7			
4A-Traffic Administration	1	0	0	0							3	0	0	0	0	0	0	0	0	3	1			
4B-Solo Motorcycle	9	1	4	7							4	0	0	2	0	0	0	0	0	18	8			
4C-E & I Staff	8	0	1	3							5	1	0	4	0	0	0	0	0	14	8			
4K-Special Motorcycle	3	0	3	0							1	0	1	0	0	0	0	0	0	5	1			

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
01/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Count	Unnecessary Force	Unwarranted Action	Conduct				Sexual Harassment				Training				Total Allegations	Officers
				Discrediting of Duty	Neglect	Racial Slur	Sexual Slur	Disrespectful Procedure	Policy Failure	Failure	Allegations	Training	Failure	Failure	Allegations		
4T -Headquarters Company	25	10	43	16	12	1	0	9	0	0	0	91	0	0	91	31	
5A -Night Investigation	5	0	15	0	9	0	0	3	0	0	0	27	0	0	27	5	
5C -Auto	2	0	2	1	1	0	0	1	0	0	0	5	0	0	5	2	
5D -Burglary	2	0	0	1	2	0	0	1	0	0	0	4	0	0	4	2	
5F -Fraud	1	0	2	1	1	0	0	0	0	0	0	4	0	0	4	1	
5G -General Works	10	0	3	8	6	0	0	1	0	0	0	18	0	0	18	8	
5H -Homicide	3	0	0	1	2	0	0	2	0	0	0	5	0	0	5	3	
5I -Sex Crimes	1	0	0	2	0	0	0	0	0	0	0	2	0	0	2	1	
5N -Narcotics	7	3	13	2	8	0	0	0	0	0	0	26	0	0	26	7	
5T -Juvenile	4	1	5	3	5	0	0	1	0	0	0	15	0	0	15	4	
5U -Investigations HQ	6	1	5	6	0	0	0	3	0	0	0	15	0	0	15	9	
5V -Vice Crimes/Prostitution	17	9	54	14	8	0	0	5	0	0	0	90	0	0	90	16	
AB -Airport Bureau	17	3	23	16	11	3	0	6	0	0	0	62	0	0	62	14	
I01-Info only (Referral)	47	7	19	22	33	2	0	13	0	0	0	96	0	0	96	0	
I02-Info only	26	1	15	11	3	0	0	0	0	0	0	30	0	0	30	0	
TOTAL	1298	443	1760	891	965	38	29	424	4	0	0	4554	1340				

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
01/01/1997 TO 12/31/1997 - FOR COMPARISON

ALLEGATION NUMBERS

UNIT	ALLEGATION NUMBERS						Training Failure	Total Allegations	Total Officers
	Complaint Count	Unnecessary Force	Unwarranted Action	Conduct	Neglect of Duty	Racial Slur			
=Unknown Assignment	381	108	304	175	231	9	11	69	4
1A -Chief's Office	2	0	0	2	3	0	1	0	0
1E -Community Services	1	0	1	0	0	0	0	0	1
1J -Tenderloin Task Force	74	80	142	45	61	5	4	19	0
1L -Legal	2	0	0	1	1	0	0	1	0
1X -FTO/Mission Station	1	0	1	0	0	0	0	0	1
1Z -Housing Police	4	1	12	0	0	0	0	0	15
2C -Crime Lab	1	0	1	0	0	0	0	0	1
2G -Permits	5	1	4	7	1	0	0	2	0
2R -Communications	1	0	0	1	0	0	0	0	15
2U -Support Services HQ	4	1	3	2	2	0	1	0	0
3A -Central Station	57	12	75	39	56	2	3	20	0
3B -Southern Station	101	40	129	59	98	3	3	32	0
3C -Bayview Station	69	20	151	55	86	4	2	27	0
3D -Mission Station	94	64	143	83	122	1	3	41	0
3E -Northern Station	114	44	176	72	102	2	3	34	0
3F -Park Station	70	48	121	51	80	2	1	24	0
3G -Richmond Station	52	18	84	50	65	1	0	22	0
3H -Ingleside Station	76	32	172	50	90	0	1	12	0
3I -Traval Station	48	21	83	36	57	2	1	20	0
Muni Transit Company	11	6	9	3	0	0	0	6	0
3U -Field Operations HQ	4	3	9	5	4	1	0	0	0
3X -Mounted Unit	3	2	1	0	2	0	0	1	1
4A -Traffic Administration	3	0	0	10	8	0	0	0	0
4B -Solo Motorcycle	15	6	15	5	12	1	0	4	0
4C -E & I Staff	1	0	1	1	0	0	0	0	2
4K -Special Motorcycle	7	0	7	3	2	0	0	2	0
4T -Headquarters Company	45	22	75	28	32	1	0	7	0
5A -Night Investigation	2	0	1	1	0	0	0	1	0

OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
01/01/1997 TO 12/31/1997 - FOR COMPARISON

ALLEGATION NUMBERS

UNIT	Complaint Count	Force Action	Conduct						Training Policy	Failure	Total Allegations
			Unwarranted	Reflecting	Neglect	Racial	Sexual	Slur			
5B -Hit & Run	1	0	1	1	3	0	0	0	0	0	5
5C -Auto	4	0	3	1	7	0	0	3	0	0	4
5D -Burglary	2	2	0	1	1	0	0	1	0	0	5
5F -Fraud	3	0	1	0	2	0	0	1	0	0	3
5G -General Works	7	0	3	5	3	0	0	3	0	0	14
5H -Homicide	2	0	9	0	0	0	0	0	0	0	7
5I -Sex Crimes	1	1	0	0	0	0	0	0	0	0	9
5N -Narcotics	26	10	19	20	0	0	0	7	0	0	157
5S -S Squad	2	1	0	1	0	0	0	0	0	0	2
5T -Juvenile	3	1	5	4	3	0	0	1	0	0	14
5U -Investigations HQ	1	0	0	0	1	0	0	0	0	0	1
5V -Vice Crimes/Prostitution	8	3	6	3	4	0	0	0	0	0	16
AB -Airport Bureau	10	2	14	3	4	0	0	3	0	0	26
101-Info only (Referral)	78	20	41	25	32	1	1	11	0	0	131
102-Info only	28	3	20	9	10	1	0	0	0	0	43
TOTAL	1424	572	1925	857	1211	36	34	375	5	3	5018
											1527



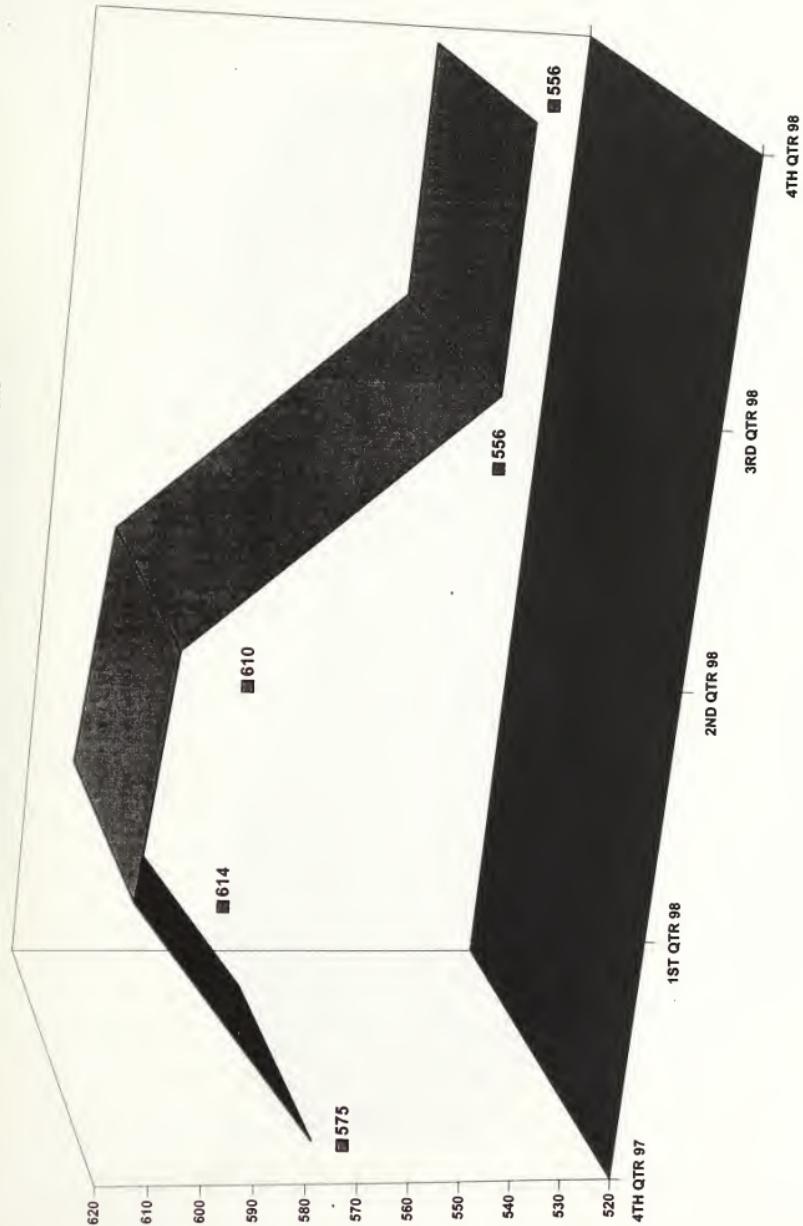
OFFICE OF CITIZEN COMPLAINTS:
FINDINGS AND ALLEGATIONS CLOSED
01/01/1998 TO 12/31/1998

SUSTAINED	UF	UA	CRD	ND	RS	POLICY		TRAINING		TOTAL
						SS	D	SS	D	
TOTAL FIRST QUARTER	2	9	—	—	—	0	0	39	1	0
TOTAL SECOND QUARTER	1	13	3	66	0	0	4	87	4	40
TOTAL THIRD QUARTER	1	14	3	23	0	0	3	44	2	91
October	0	0	1	0	0	0	0	2	0	46
November	0	0	0	2	0	0	0	2	0	3
December	5	11	6	14	0	0	2	4	0	4
TOTAL FOURTH QUARTER	5	11	7	16	0	0	5	44	1	38
YEAR TO DATE TOTAL	9	47	19	127	0	0	12	214	8	45
										222
NOT SUSTAINED	UF	UA	CRD	ND	RS	POLICY		TRAINING		TOTAL
						SS	D	SS	D	
TOTAL FIRST QUARTER	69	107	133	139	2	3	56	509	0	509
TOTAL SECOND QUARTER	103	210	159	187	5	7	102	773	0	773
TOTAL THIRD QUARTER	70	176	154	141	2	4	62	609	0	609
October	12	40	46	25	0	1	21	145	0	145
November	7	32	28	29	5	0	23	124	0	124
December	47	62	67	64	2	0	34	276	0	276
TOTAL FOURTH QUARTER	66	134	141	118	7	1	78	545	0	545
YEAR TO DATE TOTAL	308	627	587	585	16	15	298	2436	0	2436
UNFOUNDED	UF	UA	CRD	ND	RS	POLICY		TRAINING		TOTAL
						SS	D	SS	D	
TOTAL FIRST QUARTER	6	13	6	9	0	0	0	34	0	34
TOTAL SECOND QUARTER	5	8	10	17	0	0	0	40	0	40
TOTAL THIRD QUARTER	4	17	9	17	1	0	5	47	0	47
October	1	0	3	6	0	0	1	11	0	11
November	3	3	3	9	0	0	0	18	0	18
December	1	3	4	3	1	0	4	16	0	16
TOTAL FOURTH QUARTER	5	6	10	18	1	0	5	45	0	45
YEAR TO DATE TOTAL	20	44	35	61	2	0	10	166	0	166

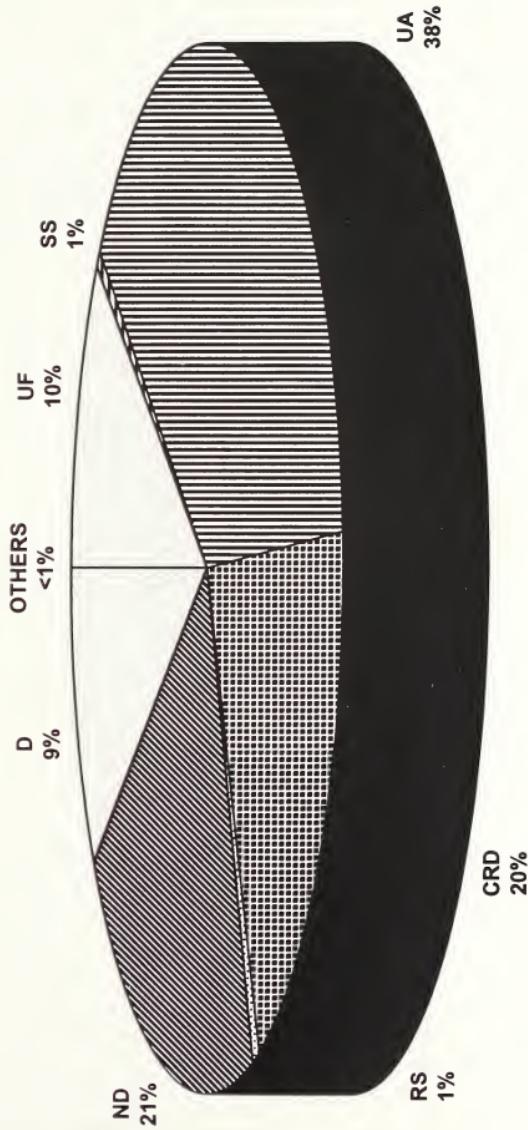
OFFICE OF CITIZEN COMPLAINTS:
FINDINGS AND ALLEGATIONS CLOSED
 01/01/1998 TO 12/31/1998

PROPER CONDUCT	UF	UA	CRD	RS	POLICY			TRAINING			TOTAL
					D	SS	ND	SUBTOTAL	PROCEDURE	FAILURE	
TOTAL FIRST QUARTER	8	149	15	41	0	0	2	215	2	0	217
TOTAL SECOND QUARTER	27	241	27	49	0	0	1	345	0	0	345
TOTAL THIRD QUARTER	21	278	27	61	0	0	2	560	0	0	560
October	7	41	1	22	0	0	1	72	0	0	72
November	2	24	1	10	0	0	0	37	0	0	37
December	1	99	11	30	0	0	0	141	0	0	141
TOTAL FOURTH QUARTER	10	164	13	62	0	0	1	250	0	0	250
YEAR TO DATE TOTAL	66	832	82	213	0	0	6	1370	2	0	1372
NO FINDING	UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	PROCEDURE	FAILURE	TRAINING
TOTAL FIRST QUARTER	11	20	5	3	0	0	3	42	0	0	42
TOTAL SECOND QUARTER	5	14	7	9	0	0	10	45	0	0	45
TOTAL THIRD QUARTER	14	28	15	42	3	1	10	113	0	0	113
October	0	2	1	6	0	0	3	12	0	0	12
November	0	9	8	7	0	0	4	28	0	0	28
December	2	5	4	5	0	0	4	20	0	0	20
TOTAL FOURTH QUARTER	2	16	13	18	0	0	11	60	0	0	60
YEAR TO DATE TOTAL	32	78	40	72	3	1	34	260	0	0	260
WITHDRAWN	UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	PROCEDURE	FAILURE	TRAINING
TOTAL FIRST QUARTER	2	5	3	2	0	0	2	14	0	0	14
TOTAL SECOND QUARTER	1	6	2	5	0	0	2	16	0	0	16
TOTAL THIRD QUARTER	5	15	7	15	0	1	6	49	0	0	49
October	0	0	0	0	0	0	0	0	0	0	0
November	0	2	1	2	0	0	1	6	0	0	6
December	1	2	3	4	0	0	2	12	0	0	12
TOTAL FOURTH QUARTER	1	4	4	6	0	0	3	18	0	0	18
YEAR TO DATE TOTAL	9	30	16	28	0	1	13	97	0	0	97

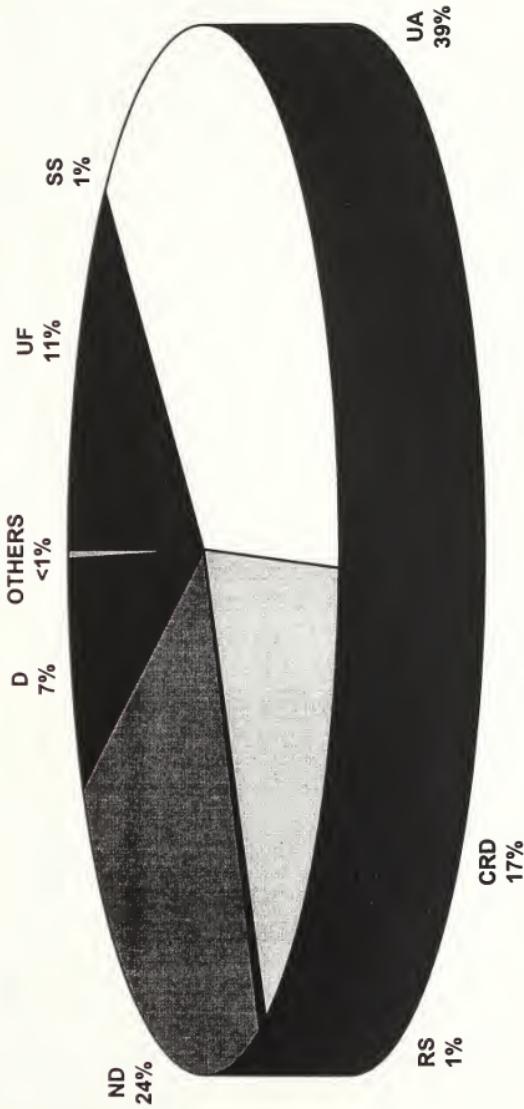
PENDING CASE LEVELS-1997/1998 QUARTERLY COMPARISONS



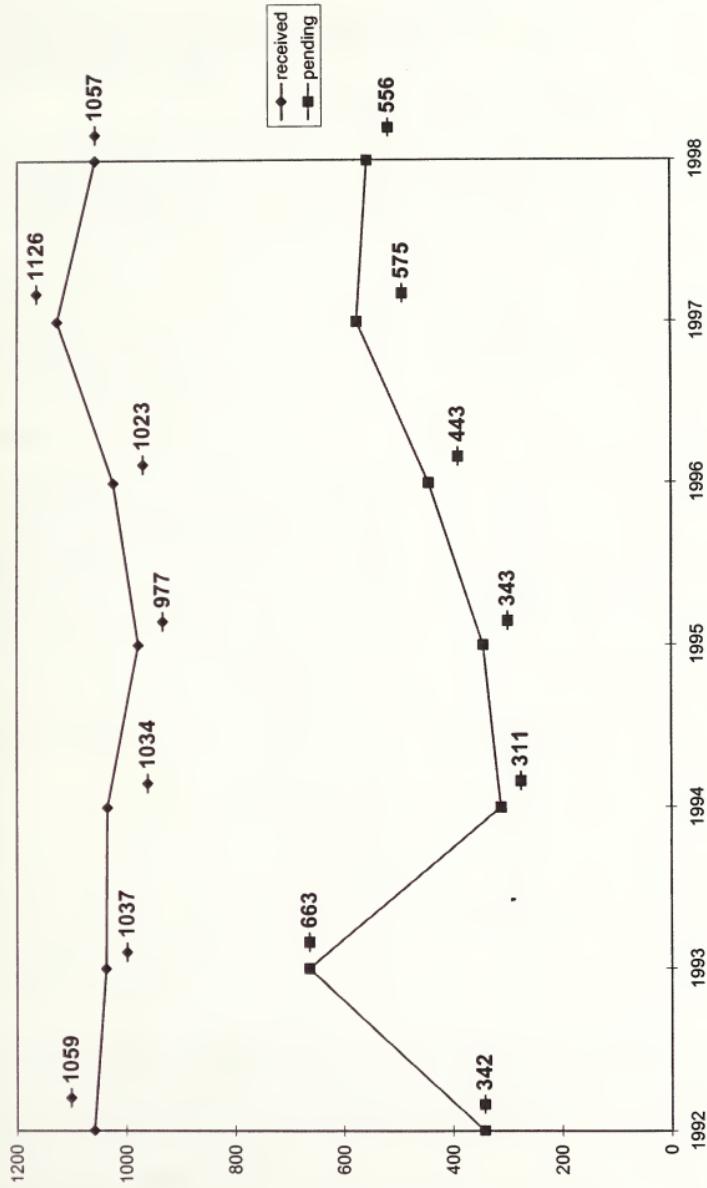
ALLEGATIONS BY PERCENTAGE - 1998



**ALLEGATIONS BY PERCENTAGE - 1997
FOR COMPARISON**



CASES RECEIVED/PENDING
1992-1998



OCC COMPLAINTS BY SELECTED DEMOGRAPHIC
CHARACTERISTICS: 1998

Number Percent (rounded) :

Named Individuals (inc. co-comps)	1289	98%
Anonymous Persons	17	1%
Organizational Complaints	6	less than 1%
Total Complainants	1312	100%

GENDER

Males	820	63%
Females	400	31%
Transgendered Persons*	2	less than 1%
Blank or Declined to State	84	6%

RACE/ETHNICITY**

Caucasian/White	436	33%
African-American	357	27%
Asian-American & Pacific Islander	89	7%
Hispanic/Latino/a	139	11%
Native American	19	1%
Middle Eastern/Arab***	20	2%
Mixed****	4	less than 1%
Blank or Declined to State	230	18%

AGE

1-13 (by an adult)	4	less than 1%
14-16	6	less than 1%
17-19	41	3%
20-30	317	24%
31-40	344	26%
41-50	275	21%
51-60	124	9%
61-70	49	4%
71-80	11	1%
Over 80	1	less than 1%
Blank or Declined to State	134	10%

DISABLED***** PERSONS 41 3%

*OCC served a number of transgendered persons during this period; of this group, two (2) persons elected to self-designate on the form.

** The total of race/ethnicity designations is greater than the total of complainants because multiple self-designations are counted.

***This is a new self-designating category as of 1998.

****The term "mixed" was used by the 4 complainants counted in self-designating their race/ethnicity.

***** These 41 persons volunteered this information; a number of other disabled persons who did not self-designate were also served.



SUSTAINED CASES
1994 - 1998

ETR	SUST IND	COMP	DATE	REMARKS
	ALLEG.		DATE	MCD READ
1	D.R.S	01/10/94	08/26/94	0/6/20/95 Dismissed by Police Commission
1	SS	01/10/94	03/15/94	0/6/9/95 Not Sustained
1	Policy	01/10/94	Nov-94	*** Policy Recommendation
1	UA / 2	01/10/94	08/26/94	0/9/4/95 NSBzChief's Hearing/Policy Failure
1	UA / UA	01/10/94	03/20/95	0/5/2/95 Proper Conduct by Chief
3	UF	01/28/94	08/22/94	0/5/22/95 Sustained/Member Terminated
1	Policy	02/07/94	Aug-94	*** Policy Recommendation
1	Policy Failure(D=NS)	02/08/94	09/16/94	1/12/8/94 IHO Decision NS ,Policy Failure
1	CRO	02/23/94	11/26/94	0/6/20/95 Sustained - Admonished
3	CRD / 2	02/26/94	10/25/94	
9	ND/ND	02/25/94	05/25/95	0/12/6/96 Sustained - Admonished
3	CRD/UA/2,UA,CRD ND	02/28/94	8/07/95	Commission - Charges Filed
3	ND	03/02/94	12/12/94	0/3/5/95 Not Sust - Chief's Hearing
2	UA / UA / UA	03/08/94	12/29/94	0/3/1/95 Proper Conduct/Chief's Hearing
2	CRD / ND	03/14/94	12/19/94	0/2/10/95 10 Days Susp 6 in Abey.3Yrs.
3	ND	03/16/94	06/09/95	1/1/13/95 Sustained-Written Reprimand
4	ND, ND / 2	03/25/94	05/06/94	1/12/1/94 Sustained - Written Reprimand
9	CRD	04/05/94	11/21/94	0/3/24/95 Sustained - Admonished
2	ND	04/05/94	01/10/95	0/4/05/95 Sustained-Written Reprimand
4	D	05/02/94	04/14/95	0/8/09/95 Sustained-CO to Determine Dispo.
1	UA, ND / 2	05/08/94	09/27/94	0/3/20/95 1 Day Suspension
8	UA	06/01/94	01/09/95	Sustained - Written Reprimand
3	ND	06/10/94	12/29/94	0/6/1/95 Sustained - Admonished
5	D	06/21/94	01/13/95	0/5/19/95 Sustained-CO to Determine Dispo.
1	ND / ND	06/22/94	08/31/94	0/2/01/95 Not Sustained-Chief's Hearing
183	UA	08/03/94	08/28/95	Pending MCO
1	UF/DUA	08/03/94	12/19/95	0/9/04/97 Sustained-Officer Admonished
3	ND / ND	08/09/94	01/10/95	1/1/13/95 Not Sustained-Chief's Hearing
1	Policy	08/10/94	Jan-95	0/4/04/95 Department Bulletin to be Issued
2	D	08/13/94	01/09/95	0/6/13/95 Officer Relieved
3	Policy	08/17/94	01/07/95	* Policy Recommendation



SUSTAINED CASES
1994 - 1998

994 - 1998

ETH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.	MCD	RET'D		
2	ND	09/09/94	0/2/95	10/09/96	Sustained - Written Reprimand
1	D	09/12/94	0/7/95	11/13/95	Sustained - Written Reprimand
x	Policy	09/16/94	annual 94	---	Policy Recommendation
3	NOND	09/09/94	0/6/95	11/09/95	Day Suspension
2	ORD	09/22/94	0/11/95	0/5/95/	Sustained - Written Reprimand
2	ND	09/30/94	1/10/95	0/5/09/96	Sustained - 1 day Suspension
3	UA/CRD*	9/30/94	0/6/30/95		
x	TF	09/29/94	Jun-95	---	Policy Recommendation
1	ND	10/28/94	12/27/94	0/3/29/95	Sustained - Written Reprimand
2	CRD / CRD	10/09/94	0/7/25/95	12/06/95	5 Day Suspension 4 Held in Abeyance
1	ND / ND	11/01/94	1/2/4/95	6/3/97	Not Sust by Chief/HM/BS reissued by C O
1	UA / UF	11/07/94	0/8/09/95	0/1/31/96	Written Reprimand
9	UF	11/14/94	12/15/95	0/5/17/96	Sustained - 4 day Suspension
3	Policy	1/17/94	A/Port/94	0/4/09/95*	Auto Sales Procedures Change - D
9	D / ND*	1/17/94	0/6/28/95	0/2/17/95	Sustained-Admonished/Reprimand
1	SS	11/28/94	0/3/14/95	0/8/09/95	Sustained - Written Reprimand
3	UF/ND	12/02/94	0/5/24/95	0/2/17/98	Sustained-Admonished/Reprimand
1	UA	12/14/94	8/2/95		Pending Commission
6	ND	1/25/94	0/4/17/95	0/8/09/95	Sustained-Written Reprimand
2	ND	Q1/04/95	8/0/19/95		Sustained-Counselled by CO
2	UA	0/10/95	0/7/28/95	12/06/95	Changed to Pet Fail by IHO
x	ND / ND	0/10/95	0/3/14/95	0/8/09/95	Terminated/One Day Suspension
	ND,ND / 2,ND	0/10/95	0/2/4/95		Office Admonished
	*	*	*		Charges Dismissed by Comm.
	*	*	*		Charges N/S, Comm.
	*	*	*		Charges Withdrawn
	ND SUSTND,UA-ND,ND:				Chief Hearing
	CRD/CRD.				Chief's Hearing
	-				Chief's Hearing
	-				5 day Suspension
	-				Terminated, Held in Abeyance

SUSTAINED CASES
1984 - 1998

FTH	SUST/ND	COMP.	DATE	MCD	RETD	REMARKS
	ALLEG.		DATE			
-	-	*	-	-	-	3Yrs. 6 Months Served Counseling
-	7	UF	01/19/95	10/16/95	6/03/97	Not Sustained by Chief at Chief's Hearing
-	1	CRD	01/24/95	04/18/95	10/17/95	2 Day Suspension
-	2	UF	02/01/95	03/14/96	-	Not Sustained By Police Commission
-	2	CRD	02/03/95	11/17/95	12/06/95	Sustained - Admonished
-	2	UA	02/06/95	06/01/95	06/20/95	Sustained - Admonished
-	1	ND	02/03/95	12/11/95	01/21/97	Sustained - Officer Counseled
-	2	ND	02/15/95	9/06/95	04/13/95	Sustained - Admonished by CO
-	2	UA / UA	02/20/95	30/9/95	02/17/96	30 Days Susp. 2 Day Absya/Officer Resigned
-	3	ND / ND	03/22/95	07/18/95	11/09/95	Sustained - Written Reprimand
-	2	ND	03/22/95	06/08/95	12/08/95	5 Day Susp. 3 Hold in Abey For 2 Yrs
-	1	UA/D	04/04/95	06/21/95	02/17/98	Sustained-Admonished/Retracted
-	1	D	04/04/95	08/21/95	01/31/96	Written Reprimand
-	2	RS/UA / 2	04/19/95	09/21/95	02/17/98	Not Sustained by Police Commission
-	2	UA	04/25/95	12/27/95	02/17/98	Sustained-Admonished/Retracted
-	1	ND	05/09/95	06/21/95	08/09/95	Sustained - Admonished
9	UF, US / 7	06/06/95	11/02/95	-	-	1ND withdrawn by OCC, 2 susl. by Pol Com
-	*	*	*	*	*	3ND NS 3 Sus by Pol Comm
-	*	*	*	*	*	UF Dismissed, 1ND Sus, 1 ND withdrawn
-	1	ND	06/16/95	07/30/97	-	Chief's Hearing
-	X	UA/JA	06/22/95	10/16/96	06/27/97	Disp charged by Chief to PC/Retraining
-	-	CRD/ND	06/27/95	04/10/96	10/08/96	Sustained - Written Reprimand
-	2	UA/JA/ND	06/30/95	10/03/96	04/13/96	Sustained-Admonished/Retracted by CO
-	2	UA/JA	06/30/95	05/16/96	04/13/96	Sustained-Admonished/Retracted by CO
-	UA/JF	07/20/95*	8/24/95	-	-	UA/JF ND dismissed, UA, ND Withdrawn
-	UA	07/20/95*	8/24/95	-	-	Sustained By Police Commission
-	ND	07/20/95*	8/24/95	-	-	Pls see Remarks Under 8/24/95 above
-	UF,ND	07/20/95*	8/24/95	-	-	UF Dismissed, ND Withdrawn-Oct-04/17
-	*	*	*	*	*	ND Withdrawn by OCC
-	UA/JF	07/20/95*	8/24/95	-	-	Sustained by Pol. Comm.
-	UA/JF	07/20/95*	8/24/95	-	-	Not Sustained by Pol. Comm

SUSTAINED CASES
1994 - 1998

FTH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.		DATE	MCD	RETD
-	-	*	*	*	UA Sust. by Pol. Comm.
-	UA/JF	07/20/95*	8/24/95	-	UF NS by Pol. Comm.
-	UA,UF/SS/JA	07/20/95*	8/24/95	-	UA NS by Pol. Comm. SS Sustained
-	*	*	*	*	1 UA Withdrawn by OCC
-	*	*	*	*	- - -
-	UA	07/20/95*	8/24/95	-	Pts see Remarks Under #2/19/95 above
-	UA	07/20/95*	8/24/95	-	Pts see Remarks Under #2/19/95 above
-	CRD/RND	08/01/95	08/11/96	08/19/97	20 day susp for 2 yrs.
1	Policy Failure	08/01/95	-	-	Policy Recommendation
1	RS / UA	08/01/95	01/08/96	-	Term in abey 2 yrs 90 day susp; 45 in abey
2	CRD	08/01/95	10/12/95	07/17/97	Termination
4	DIND	08/15/95	06/28/96	06/26/97	In sufficient Evidence/ID-Sustained
2	DRS	08/30/95	05/30/96	-	Pending Commission Hearing
1	ND/ND	09/05/95	07/05/96	-	Chef's Hearing
X	PF	09/01/95	10/25/96	-	Policy Recommendation
2	RS	09/11/95	02/28/96	05/29/96	Sustained - Admonishment
X	ND	09/11/95	07/03/96	12/09/96	Sustained-90 Day Suspension
X	UA / UA	09/11/95	08/07/96	08/01/97	Sustained - Written Reprimand
3	ND	09/20/95	-	04/01/96	Sustained - Written Reprimand
3	ND / 4	09/26/95	10/24/96	-	Pending MCD
3	ND / 2 & POL REC.	09/26/95	-	-	- - -
2	ND	10/10/95	03/13/96	-	Officer Retired 7/30/96
X	CRD	10/10/95	04/04/96	05/30/96	Sustained - Written Reprimand
2	ND	10/31/95	11/20/96	12/02/92	Sustained - Retained by CO
2	CRD/RND	11/02/95	04/01/96	08/05/96	Sustained - Written Reprimand
1	ND	11/21/95	04/16/97	06/03/97	Sustained - Admonished
1	ND	11/26/95	05/10/96	06/04/97	Sustained - Admonished
2	UA/CRD/3.ND/UA/3	11/22/95	09/30/97	-	Pending MCD
-	UF/CRD/ND/2	-	-	-	- - -
1	ND/ND/ND	12/07/95	05/13/97	02/24/98	Sustained-1 Officer Admonished, Other

SUSTAINED CASES
1994 - 1998

ETH	SUSTND	COMP.	DATE	RETD	REMARKS
	ALLEG.	DATE	MCD		
-	*	*	*	*	Officer 1 Day Suspension Held 1 Yr Abey
-	2	ND/ND/ND	11/30/95	11/08/96	03/12/98 Sustained-Admonished&Retrained by CO
-	1	CR/ND	12/15/95	03/19/96	06/29/98 Sustained-30 Days Suspension, 18 Days
-	*	*	*	*	Held in Abeyance for 1 Year
-	1	UA	12/15/95	05/10/96	10/08/96 Verbal Admonishment
-	1	ND	12/15/95	10/30/96	06/30/97 Chief's Written Reprimand
-	3	ND	12/29/95	11/05/96	02/20/97 Sustained- Admonished
-	1	ND/ND	01/09/96	06/10/96	10/08/96 Sustained & Written Reprimand
-	1	Policy Failure	01/10/96	03/11/97	Policy Recommendation
-	1	Policy Failure	01/10/96	06/04/97	Policy Recommendation
-	9	Policy Failure	01/05/96	04/29/97	Policy Recommendation
-	2	ND/ND/CRD	01/12/96	10/17/96	Member Resigned
-	X	UA/ND/AD	01/15/96	09/09/96	Chief's Hearing
-	1	ND	01/15/96	09/09/96	06/03/97 Sustained & Chief's Written Reprimand
-	9	ND	01/15/96	06/10/96	08/05/97 Sustained- Admonished by CO
-	x	ND	01/15/96	04/25/96	12/18/97 Sustained- Admonished by CO
-	3	UA / UA	02/08/96	10/17/96	Chief's Hearing Pending
-	2	ND	02/20/96	07/08/97	02/23/98 Not Sustained-Policy Failure
-	4	UA / UA/ND	02/20/96	05/28/97	06/22/98 Not Sustained
-	2	CRD	02/29/97	06/18/97	03/02/98 Sust-2 Days Susp Held in Abey. Retrained
-	4	ND/ND/ND	02/28/96	08/08/97	04/09/97 Sustained-Officers Admonished/Retrained
-	3	UA & ND	03/01/96	09/12/96	10/27/97 Sustained-Admonished by CO
-	2	ND/ND/PF	03/01/96	01/22/97	02/18/96 Sustained-Admonished&Written Reprimand
-	9	ND	03/05/96	05/06/97	06/03/97 Sustained-Admonished by CO
-	9	UA/UA/UA/UA/UA	03/05/96	06/13/97	10/09/97 Sustained - Admonished by CO
-	*	& Policy Failure	*	*	***
-	1	D	30/7/96	06/20/96	09/04/97 Sustained - 1 Day Suspension
-	1	ND	31/2/96	07/11/96	10/08/96 Sustained-Counseled by CO
-	3	D	31/3/96	04/26/97	07/01/97 Sustained-Counseled by CO
-	3	ND	31/5/96	06/13/97	12/23/97 Sustained-Chief's Written Reprimand
-	X	ND/ND/ND	31/5/96	12/31/97	06/22/98 Sustained-Written Reprimand

SUSTAINED CASES
1994 - 1998

1994 - 1998

EFT		SUSTND	COMP	DATE	DATE	REMARKS
ALLEG.			MCD	RET'D		
		ND	3/26/96	06/19/98		Pending MCD
		ND/ND/ND	3/25/96	9/26/97	02/26/98	Sustained-Counseled&Retained by CO
		ND	3/25/96	11/17/98	02/26/98	Sustained-Retained by CO
		ND	3/26/96	11/20/96		Officer Retired
		ND	3/26/96	11/21/96	06/03/97	Sustained-Admonished by CO
		UF	3/28/96	06/04/97	09/11/97	Not Sust by Chef/Sustained by OCC
		ND/ND	4/2/96	5/04/97	02/26/98	Sustained-Chef's Written Reprimand
		UA/UF/UA/ND	4/17/96	11/01/96		Chef's Hearing Scheduled
		ND	04/10/96	03/04/98	06/22/98	Sustained-Reprimand & Retained
		UA	4/17/96	11/21/96	07/17/97	Sustained- Admonished by CO
		ND	4/19/96	10/25/96		Chef's Hearing
		ND/ND	04/18/96	03/27/97	03/03/98	Sustained-Officer Admonished by CO
		ND	04/19/96	11/3/97		Pending Chef's Hearing
		RS	04/25/96	11/1/96	02/20/97	Sustained- Written Reprimand
		ND	04/29/96	04/20/98	12/30/98	Sustained - Written Reprimand
		D	04/30/96	11/18/96	08/01/97	Sustained - Admonished
		UA/O	05/08/96	09/17/97	08/12/98	Sustained - Counseled by CO
		UA/UA	05/09/96	01/02/98	08/19/98	Sustained- Admonished & Relained by CO
		UA	06/05/96	05/27/97	12/2/97	Not Sustained by Chef!
		ND/ND/ND	06/10/96	09/12/97	03/12/98	Sustained- Admonished & Relained by CO
		ND/ND	06/13/96	11/18/96	02/18/98	Sustained 1 Day Susp Held Ahey for 1 Year
		UA/UA	06/20/96	03/31/98	11/05/98	Not Sustained by SFPD
		D/ND/ND	06/21/96	01/22/97	04/22/98	Sustained 1 Day Susp Held Ahey for 1 Year
		ND/ND	06/28/96	01/03/97	06/06/97	Sustained - Chef's Written Reprimand
		ND/ND	07/01/96	01/13/97	05/25/98	SFPD=No Sustained/OCC=Sustained
		UA & LRD	06/27/96	04/01/97	06/10/97	Commission Charges Filed
		Police Failure	07/03/96	07/01/98		Pending MCD
		UA/UA/UA	07/08/96	01/22/97	07/01/97	Sustained - Counseled & Retained by CO
		ND	07/11/96	05/13/97	12/03/97	Sustained - Written Reprimand
		ND	07/19/96	07/03/97	02/20/98	Sustained-Counseled & Reprimanded by CO
		D	07/20/96	05/23/97	02/20/97	Sustained-Counseled & Relained by CO

SUSTAINED CASES
1984 - 1998

FTB	SUSTND	COMP.	DATE	MCD	RETD	REMARKS
	ALLEG.	DATE				
1	9	D	07/25/96	04/16/97	06/03/97	Sustained - Admonished
1	2	ND/ND	07/25/96	01/03/97	07/17/97	Sustained - Admonished & Retrained
1	9	UA,CRD,UA,ND	07/30/96	03/13/98		Commission Charges Filed
1	2	ND/PF	08/02/96	06/09/97	09/10/98	Sustained - Admonished by CO
1	1	CRD	08/05/96	06/06/97		Pending MCD
1	x	ND/ND	08/12/96	08/08/97	02/26/98	Not Sustained-Policy Failure
2	1	UA	08/15/96	1/22/97	06/20/97	Disp/Charged by Chief to Proper Conduct
1	1	ND/ND/ND	08/20/96	06/19/98		Pending MCD
2	1	ND	08/24/96	08/05/97	09/22/98	Sustained - Admonished by CO
9	1	ND/ND/ND	08/24/96	05/13/97		Pending Comm.
3	1	ND/ND/ND	09/04/96	09/10/98	11/05/98	Sustained - Admonished by CO
2	1	UA / ND	07/26/96	08/10/98	09/10/98	Sustained - Retained by CO
9	1	ND / ND	08/26/96	03/31/97	09/05/97	Sustained - Admonished&Retained
4	1	ND / ND	08/23/96	12/12/97	12/20/97	Not Sustained as Per MCD
-	X	CRD	08/24/96	10/01/97	02/26/98	Sustained 3 Days Suspension
2	1	ND/ND	08/24/96	05/05/98	07/16/98	Sustained - Retrained
2	1	ND	08/30/96	08/11/97	03/05/98	Not Sustained - Policy Failure
1	1	ND	08/30/96	08/04/97	09/14/98	Sustained-Written Reprimand
1	1	D / CRD	08/30/96	04/22/97		Pending Chief's Hearing
1	1	UA/ND/ND	10/17/96	06/25/98		Pending MCD
1	1	UA/UA	10/12/96	02/24/98	08/19/98	Ajudicated - No Further Action
1	1	UF	10/16/96	05/13/97	Dec. 38	OCC Sustained-SFPD Proper Conduct
2	1	ND/PF	10/19/96	11/13/97	Dec. 38	Policy Failure
2	1	UA/UD/ND	10/21/96	05/22/97	02/18/98	Sustained&Retained 5 Days Susp 1 in Abey.
-	X	ND	10/22/96	01/4/98	06/22/98	Sustained - Written Reprimand
-	X	ND	10/19/96	08/07/97	06/22/98	Sustained-3 Days Suspension in Abeyance
-	X	UA	10/19/96	04/14/98		Pending MCD
-	1	ND/ND/ND	10/26/96	09/15/97	04/20/98	Sustained-1 Officer w/Written Reprimand
-	-	-	-	-	-	-
-	1	UA/ND/ND/UF/ND	10/23/96	06/23/96		1 Officer on Chief's Hearing Not Sustained
-	1	ND/4/ND/1/ND	-	-	-	Pending MCD
-	-	-	-	-	-	-

SUSTAINED CASES
1994 - 1998

ETH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.			MCD	REFD
-	*	-	*	*	*
-	*	*	10/28/96	09/15/97	04/20/98 Officer Sustained-Written Reprimand, 2nd Officer Not Sustained on Chief's Hearing
-	*	*	10/28/96	05/13/98	11/16/98 Officer Not Sustained on Chief's Hearing
-	ND	-	10/28/96	02/20/98	Pending MCD
-	ND	-	10/30/96	02/18/98	Pending MCD
-	CRD/N&GRD/ND	10/28/96	04/15/97	11/29/97	Sustained-Admonished&Retained
-	UAND/UAND	11/02/96	05/27/97	11/29/97	Sustained-Admonished&Retained
-	ND / ND	11/01/96	05/06/97	1 Pending Chief's Hearing	
-	ND	11/07/96	10/02/97	02/11/98 Officer Relied	
-	NDND	11/13/96	12/12/97	07/31/98 Officer Relied	
-	ND	11/08/96	07/04/97	02/23/96 Sustained-Admonished	
-	ND	11/22/96	06/13/97	09/04/97 Sustained-Admonished&Retained	
-	ND / ND	11/22/96	06/10/98	Pending MCD	
-	ND / ND	11/25/96	06/11/98	12/30/98 One Officer Sustained-Admonished by CO	
-	***	-	*	*	Second Officer Not Sustained
-	UAU/SS/UF	11/27/96	07/09/97	06/10/97 Commission Charges Pending	
-	UA	12/06/96	08/04/97	Pending MCD	
-	ND	12/09/96	05/13/97	02/24/98 Sustained - Officer Reprimanded	
-	NDU/UA/UA	12/09/96	05/13/97	07/08/97 Sustained - Counselled & Reprimanded	
-	ND/ND	12/12/96	03/13/98	Pending MCD	
-	RS	01/07/97	06/13/97	09/04/97 Sustained/Officer Admonished-Retained	
-	ND/ND	01/07/97	12/18/97	04/21/98 Sustained/Officer Admonished by CO	
-	*	*	*	*	1 Officer 1 Day Suspension held in Abeyance
-	UA/UA	01/09/97	01/14/99	Pending MCD	
-	ND	01/13/97	07/30/97	02/26/98 Sustained-Retained by CO	
-	ND	01/13/97	07/08/97	07/27/98 Sustained-Written Reprimand&Retraining	
-	ND/ND/ND	01/13/97	08/13/97	Sustained/One Officer Retained by CO	
-	CRD/ND	01/11/97	07/18/97	10/07/97 Two Officers Admonished by CO	
-	UF/UA/ND/UA	01/22/97	12/31/98	Pending MCD	



SUSTAINED CASES
1984 - 1998

ETH	SUSTND	COMP.	DATE	REMARKS
	ALLEG.	DATE	MCD	RET'D
9	ND	01/17/97	04/29/97	02/30/97 Policy Failure
2	ND, NO, ND	01/30/97	05/01/98	08/23/98 Sustained-Willful Reprimand&Admonished
9	ND	01/27/97	01/20/98	Pending MCD
1	UA	01/30/97	01/13/97	07/28/97 Sustained-Admonished by CO
2	UA	02/04/97	12/03/97	1/05/98 Sustained - Admonished by CO
1	UA	02/06/97	04/17/97	08/22/98 Sustained-Counseled by CO
1	UP/DND/ND	02/17/97	06/04/97	11/25/97 Officer pled NC, Term in acby 4 yrs 90 days
4	ND	02/13/97	11/13/97	Pending Chief's Hearing
2	CRD, CRD	02/14/97	03/10/98	Pending MCD
6	ND	02/21/97	06/23/97	03/09/98 Sustained-Admonished by CO
9	ND	02/21/97	01/20/98	06/22/98 Sustained-One Named Officer Retrained
3	ND/N/ND	02/21/97	04/09/98	Pending MCD
1	UA	02/21/97	06/19/98	Pending MCD
3	UA/N/ND	03/03/97	11/05/97	Pending MCD
4	D	03/10/97	10/09/97	11/11/97 Sustained-Admonished by CO
3	CRD	03/03/97	02/26/98	07/16/98 Sustained- Admonished
2	UA/UxUAxUA	03/12/97	07/12/98	Pending MCD
2	ND	03/16/97	08/14/98	12/31/98 Sustained-Admonished&Retrained by CO
9	ND	03/24/97	03/04/98	Pending MCD
5	POLICE FAILURE	03/27/98	03/27/98	Pending MCD
2	ND (PF)	03/29/97	09/26/97	11/25/97 Sustained-Admonished by CO & Pol. Rec.
3	ND, ND	03/31/97	04/09/98	Pending MCD
1	D	04/03/97	08/07/97	09/04/97 Sustained-Admonished&Retrained
3	SS/CRD/ND	03/31/97	01/05/98	06/22/98 Sustained-CRDS/NH-5-days Suspension
1	CRD	04/07/97	01/08/97	06/04/97 Sustained-Admonished&Retrained
x	ND/ND/ND/ND/ND	04/07/97	01/08/98	Pending MCD
4	ND	04/11/97	08/13/98	Pending MCD
2	UA/PF	04/11/97	03/13/98	Dec 98 Changed to Policy Failure
x	D	04/23/97	09/23/97	02/26/98 Sustained-Counseled by CO
1	CRD/UA	04/23/97	02/24/98	Pending MCD
4	ND	04/24/97	04/24/98	06/27/98 Changed to Not Sustained by OCC

SUSTAINED CASES
1944 - 1998

ETH	SUST/ND	ALLEG.	COMP.	DATE	MCD	RET'D	REMARKS
3	ND/ND		04/12/98	03/04/98	09/19/98		Sustained-Admonished by CO
	x	NO	04/20/98	01/07/98	04/21/98		Sustained-Admonished by CO
	x	NO	04/20/98	01/07/98	04/21/98		Sustained-Admonished by CO
2	UA		04/21/98	03/04/98	09/17/98		Sustained - Name Officer Retired
1	ND		05/07/97	08/14/97	02/26/98		Sustained-Admonished by CO
		Police Failure	05/09/97	07/01/98			Pending MCD
1	ND		05/12/97	09/03/97	09/23/97		Sustained-Counseled by CO
7	D		05/15/97	12/15/97	02/26/98		Sustained-Counseled by CO
3	UF,ND,ND		05/20/97	04/13/98			Pending MCD
1	CRD/ND/ND		06/13/97	11/12/97	04/22/98		Sustained-Written Reprimand
2	ND/ND		06/25/97	01/06/98			Pending MCD
2	ND		08/11/97	12/12/97	04/21/98		Sustained-Retrained by CO
242	UA/UA/UA/UA/UA		05/22/97	06/11/98			Pending MCD
1	D		05/22/97	06/11/98	09/14/98		Sustained-Day Suspension
1	ND,ND		05/22/97	09/25/98	Def. 98		Sustained by OCC not Sustained by SFPD
	x	ND+ND+ND+CRD	06/03/97	08/13/98			Pending MCD
4	ND		06/05/97	05/28/98	09/14/98		Sustained-Chief's Written Reprimand
2	UA/UA/UA/UA		06/05/97	07/30/98			Pending MCD
3	ND+ND/ND		06/10/97	09/30/98			Pending MCD
1	UA/ND		06/10/97	07/15/98	09/17/98		Sustained-Chief's Written Reprimand
1	CRD/ND/ND		06/13/97	11/12/97	04/22/98		Sustained-Chief's Written Reprimand
2	UA/ND		06/23/97	01/13/99			Pending MCD
4	UA+UF+3		07/01/97	12/14/98			Pending MCD
1	ND+ND		07/07/97	08/10/98			Pending MCD
2	CRD		07/09/97	09/14/98			Pending MCD
1	CRD+CRD		07/22/97	08/14/98			Pending MCD
1	CRD & D		07/30/97	06/11/98			Pending MCD
1	UA, UA		08/01/97	05/01/98			Pending MCD
1	ND, ND/ND		08/05/97	06/20/98			Pending MCD
2	ND		08/11/97	12/09/97	04/21/98		Sustained-Retrained by CO
1	CRD+ND+CRD		08/15/97	01/14/99			Pending MCD

SUSTAINED CASES
1984 - 1998

ETH	SUSTND	COMP.	DATE	REMARKS
	ALLEG.	DATE	MCD	RET'D
-	-	-	-	-
-	x	Police Failure	08/19/97	02/25/98 Pending MCD
-	1	UAN&ND	08/18/97	08/11/98 Pending MCD
-	1	ND&UF	08/27/97	12/15/98 Pending MCD
-	1	ND	09/02/97	01/15/98 03/10/98 Sustained-Admonished by CO
-	1	UF/ND&UD/ND-2	08/28/97	08/11/98 07/29/98 Sustained-Allegations Reversed
-	*	Sust-Alleg Reversed	" = " "	" = " " by OCC to Not Sustained.
-	2	UA	09/05/97	08/06/98 09/14/98 Sustained-Retired by CO
-	9	CRD	08/21/97	IC 08/06/98 11/16/98 Sustained-Admonished by CO
-	1	ND	09/08/97	IC 11/06/1998 Pending MCD
-	9	ND&ND	09/04/97	08/14/98 Pending MCD
-	2	ND, ND	09/09/97	08/11/98 Pending MCD
-	2	NDxUF&ND	09/12/97	08/04/98 Pending MCD
-	*	"	" = " "	" = " "
-	2	CRD	09/08/97	04/13/98 Pending Chef's Hearing
-	9	ND & ND	09/15/97	04/24/98 Dec 98 Charges/Charged by OCC to Not Sustained
-	7	CRD/OD	09/25/97	06/25/98 Pending MCD
-	3	ND	09/25/97	05/29/98 12/26/98 Sustained-Chief's Written Reprimand
-	x	ND	10/15/97	05/29/98 09/14/98 Sustained-1 Day Suspension Held in Abey.
-	9	CRD/ND&UA	10/10/97	01/05/99 Pending MCD
-	3	ND	10/15/97	05/14/98 Pending MCD
-	3	DN&ND	10/21/97	09/10/98 Jan 99 Commission Changes Filed
-	1	ND	10/21/97	04/24/98 Pending MCD
-	1	ND	10/30/97	05/28/98 Pending MCD
-	2	ND	10/10/97	07/10/98 Not Sustained
-	1	CRD/Policy Failure	10/03/97	08/19/98 Sustained-Officer Retired
-	4	UAND	11/10/97	08/15/98 Pending MCD
-	5	ND	11/10/97	12/11/98
-	1	ND&ND	11/16/97	05/11/98 12/29/98 Sustained-Chief's Written Reprimand
-	1	ND & ND	11/19/97	04/13/98 06/22/98 Sustained-Counselled & Retained by CO
-	1	ND	11/26/97	09/11/98 11/16/98 Sustained-Counselled & Retained by CO
-	1	ND&ND	12/04/97	06/11/98 One Officer Admonished by CO, Second

SUSTAINED CASES
1994 - 1998

1994-1998

		SUSTND	COMP.	DATE	DATE	REMARKS
	ETH		MCD	RETD		
	ALLEG.					
						Office's Chief's Written Reprimand
1	NDxND	12/16/97	08/14/98	12/09/98	Policy Failure	
x	ND	12/23/97	08/02/98		Pending MCD	
x	UA	12/19/97	05/12/98	12/29/98	Sustained/Admonished & Retrained by CO	
2	ND	12/02/97	07/31/98	12/31/98	Not Sustained At Chief's Hearing	
3	ND	12/31/97	C 01/12/98		Pending MCD	
1	ND	01/11/98	05/13/98	06/22/98	Sustained/Counseled & Retrained by CO	
1	ND	01/30/98	07/28/98	08/17/98	Aleg. Connected by OCC-Project Conduct	
1	ND	02/05/98	09/10/98		Pending MCD	
3	NDxNDxND	02/23/98	08/18/98		Pending MCD	
x/3	DxCRDxND	05/27/98	01/14/99		Pending MCD	
x	D	02/26/98	12/14/98	12/21/98	Referred to C.O.	
1	D	03/02/98	12/25/98		Pending MCD	
1	DxGD	03/10/98	1/11/99	12/14/98	Pending Police Commission	
1	ND	03/11/98	10/28/98		Pending MCD	
1	D	03/16/98	07/31/98	05/13/98	Sustained/Admonished&Retrained by CO	
1	ND	03/16/98	12/18/98		Pending MCD	
x	D	04/20/98	10/28/98	12/31/98	Sustained/Counseled&Retrained by CO	
3	CRD	04/27/98	01/14/99		Pending MCD	
1	ND	04/27/98	07/30/98		Pending MCD	
1	CRD	04/27/98	01/14/99		Pending MCD	
2	D	05/11/98	12/14/98		Pending MCD	
x	Policy Failure	07/14/98	12/01/98		Pending MCD	

POLICY RECOMMENDATION
OCC CASE NO. 262-97

SUBJECT: Need for amendment of SFPD Booking and Detention Manual (DM-12) to require issuance of Certificate of Release form in PC 647(f) detention releases.

RECOMMENDATION:

The OCC recommends that the San Francisco Police Department amend the Department's Booking and Detention Manual (DM-12) to require issuance of Certificates of Release by the Station Keeper to individuals detained solely for being under the influence of alcohol when they are released when sober.

BACKGROUND:

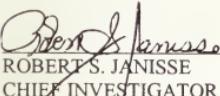
The complainant in this case specifically noted that he was not issued any paperwork to explain or justify his prolonged detention at the Tenderloin Task Force district station. Department General Order 5.03 requires that Certificates of Release be issued when an individual has been "moved a substantial distance or has been detained a significant length of time." Individuals who are held at district stations for being under the influence of alcohol are routinely moved substantial distances and held for up to four (4) hours before being evaluated and released by a Station Keeper. In addition, California Penal Code Section 849 permits a peace officer to release an individual arrested without a warrant where the individual has been arrested for intoxication only and where no further proceedings are desirable. The policy of the Department is "to hold for detoxification only those persons who appear solely under the influence of alcohol." (DM-12, p. 38) California Penal Code Section 851.6(b) states:

In any case in which a person is arrested and released and no accusatory pleading is filed charging him [sic] with an offense, the person *shall be* issued a certificate by the law enforcement agency which arrested him describing the action as a detention.

This issue has also been raised in other cases in which individuals were detained for detoxification purposes only but were not issued any documentation that they had been detained.

CASE INVESTIGATED BY SERGEI LITVINOV

POLICY RECOMMENDATION
REVIEWED BY:


ROBERT S. JANISSE
CHIEF INVESTIGATOR

DATE: March 2, 1998

POLICY RECOMMENDATION
APPROVED BY:


MARY C. DUNLAP
DIRECTOR



POLICY RECOMMENDATION
OCC CASE # 690-97

SUBJECT: Issuing business cards to SFPD officers

RECOMMENDATION:

It is recommended that the Department issue business cards to all SFPD officers who have public contact. Business cards would strengthen communication between officers of the department and the public, providing an easy means for officers to convey basic information about themselves to members of the public, and enabling officers to present, and the public to know and preserve, officers' identifying information in a business-like fashion.

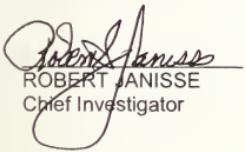
BACKGROUND:

The complainant in this case had difficulty obtaining a vehicle release. The release of this particular vehicle was a complicated one, due to a language barrier between the complainant and officers involved. Other problems prevented the officers from releasing the car that day. The complainant asked for the officers' business cards, in case he needed to contact the officers in the future. The officers did not have business cards to give the complainant. It was found that the Department does not presently issue business cards to officers; rather, they must provide their own.

Case Investigated by:


CHARLES GALLMAN
Senior Investigator

Reviewed by:


ROBERT JANISSE
Chief Investigator

Approved by:


MARY C. DUNLAP Date: 2/29/98
Director

POLICY RECOMMENDATION
OCC CASE NO. 504-96

SUBJECT: Recommendation that SFPD adopt a policy requiring district stations and inspectors' bureaus to develop a daily log to document members' use of marked and unmarked vehicles.

RECOMMENDATION:

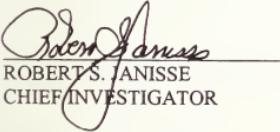
The OCC recommends that the San Francisco Police Department immediately adopt a policy requiring the district stations and inspectors' bureaus to develop a daily log to document members' use of marked and unmarked vehicles. This log should include every shift and clearly identify by name and star number each member using a San Francisco Police Department vehicle. For the purposes of officer accountability to their superiors and a more efficient complaint investigation process, a daily log should be developed and maintained.

BACKGROUND:

A complaint was filed with the OCC that resulted in no sustained findings. Identification of the officers complained about was an issue. Part of the identification information that was provided was a description of the vehicle used by the police officers. During the course of this case investigation, it was discovered that there is no documented information available that permits identification of officers based upon the identification of their vehicles. A station sergeant reported to the OCC that on a shift-by-shift basis this information is kept in the form of a "sign-in/sign-out" board, which is erased at the end of every shift. A daily log that is maintained documenting members' use of vehicles would assist the identification process.

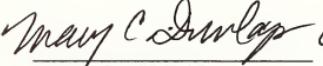
CASE INVESTIGATED
BY DAVID AULET

POLICY RECOMMENDATION
REVIEWED BY:


ROBERT S. JANISSE
CHIEF INVESTIGATOR

DATE: June 22, 1998

POLICY RECOMMENDATION
APPROVED BY:


MARY C. DUNLAP
DIRECTOR

POLICY RECOMMENDATION
OCC CASE NO. 399-97

SUBJECT: **Recommendation that SFPD adopt a policy requiring the Narcotics Division to develop a daily log to document the activity, location, vehicle use and identification of Narcotics Division officers.**

RECOMMENDATION:

The OCC recommends that the San Francisco Police Department immediately adopt a policy requiring the Narcotics Division to develop a daily log to document the activity, location, vehicle use and identification of Narcotics Division officers. For the purposes of officer accountability to their superiors and a more efficient complaint investigation process, a daily log should be developed and maintained.

BACKGROUND:

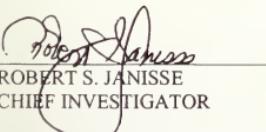
This complaint was filed by an independent civilian who witnessed what he believed to be an improper detention and use of force by several undercover members of the San Francisco Police Department. The complainant was able to supply minimal physical descriptions of the members, and only limited information about the incident, such as the time, location, and general activities of the officers.

During the course of this case investigation, it was discovered that there is no information available through the Narcotics Division, or any other Department source, that permits identification of Narcotics Division officers, and, in particular, undercover officers. A daily log of officer activity, location, and vehicles used would assist this identification process.

It should be noted that, in 1995, the San Francisco Police Commission adopted Resolution 117-95 (see Volume 71 of San Francisco Police Commission Meeting Minutes, p. 154), recommending the adoption of a similar policy.

CASE INVESTIGATED
BY DAVID AULET

POLICY RECOMMENDATION
REVIEWED BY:


ROBERT S. JANISSE
CHIEF INVESTIGATOR

DATE: June 22, 1998

POLICY RECOMMENDATION
APPROVED BY:


MARY C. DUNLAP
DIRECTOR

OFFICE OF CITIZEN COMPLAINTS
POLICY RECOMMENDATION

SUBJECT: Revise Department General Order 5.01, Section I.3. to require medical treatment, including face and eye rinsing, for all individuals who have been exposed to oleoresin capiscum ("pepper spray") regardless of direct contact to their face.

RECOMMENDATION:

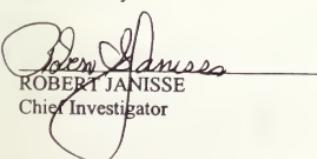
It is recommended that Department General Order 5.01 be revised to require members to rinse the faces of all individuals who have been exposed to pepper spray, except when the exposed individual clearly and coherently communicates that rinsing is not necessary.

BACKGROUND:

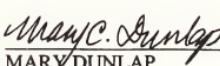
In this case, it is unclear whether the arrestee was sprayed in the face with pepper spray, although there is no doubt that he was exposed to pepper spray. The arrestee was under the influence of narcotics and not in a position to indicate if he was in distress from the exposure to pepper spray. Because no officer saw direct pepper spray contact with his face, his eyes and face were never washed or flushed based upon the current language of Department General Order 5.01.

Investigated by: MIKE KLOSS, Investigator
BLANCHE BLACHMAN, Senior Investigator

Reviewed By:


ROBERT JANISSE
Chief Investigator

Approved by:


MARY DUNLAP
Director

6/23/98
DATE

OFFICE OF CITIZEN COMPLAINTS
POLICY RECOMMENDATION

SUBJECT: **Conduct Department-wide review to determine which members have not received training in the proper use of oleoresin capiscum ("pepper spray") and the proper treatment of individuals exposed to pepper spray.**

RECOMMENDATION:

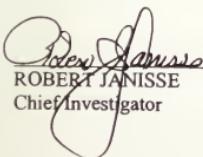
It is recommended that the Department conduct a review to determine which members of the Department have not yet been provided training regarding the proper use of pepper spray and proper treatment of individuals exposed thereto, including transportation and medical treatment.

BACKGROUND:

During the course of this investigation, it was determined that there remain members of the Department, including superior officers, who have not been trained in the proper use of pepper spray. Because Department General Order 10.02, Section F.1.o. requires officers to carry Department-issued mace or pepper spray, each member must be provided the necessary training to use it effectively. In addition, superior officers who must supervise their subordinates must be provided training to effectively provide guidance at a scene where pepper spray has been used.

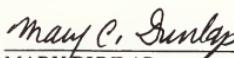
Investigated by: MIKE KLOSS, Investigator
BLANCHE BLACHMAN, Senior Investigator

Reviewed By:



ROBERT JANISSE
Chief Investigator

Approved by:



MARY DUNLAP DATE
Director



OFFICE OF CITIZEN COMPLAINTS
POLICY RECOMMENDATION

SUBJECT: **Issuance of Department General Order regarding care and treatment of individuals displaying altered mental status and/or risks associated with positional asphyxia. Updated training regarding members' responsibilities relative to positioning, transportation, and medical treatment of persons taken into police custody.**

RECOMMENDATION:

The San Francisco Police Department should issue a General Order regarding the care and treatment of individuals displaying "altered mental status," previously referred to as excited delirium, and/or risks associated with positional asphyxia. This Order should encompass members' duties relative to the positioning, transportation, and medical treatment of persons taken into police custody. Updated training for all members should be provided after issuance of new order.

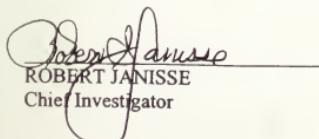
The Order should contain mandatory language regarding care and treatment of persons in custody.

BACKGROUND:

Relevant Department policies regarding excited delirium, also referred to as altered mental status, and positional asphyxia were issued in 1994 and have expired. Department policy relevant to these issues currently only appear in the Booking and Detention Manual (SFPD DM-12). All members must be required to understand and comply with new written directives.

Investigated by: MIKE KLOSS, Investigator
BLANCHE BLACHMAN, Senior Investigator

Reviewed By:


ROBERT JANISSE
Chief Investigator

Approved by:


MARY C. DUNLAP 6/23/98
DATE
Director

OFFICE OF CITIZEN COMPLAINTS
POLICY RECOMMENDATION

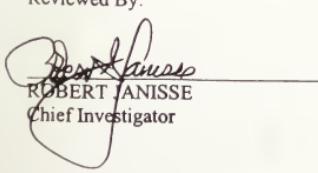
SUBJECT: **Implement recommendations from Custody Death Task Force.**

RECOMMENDATION:

In May 1996, a report was issued by the Custody Death Task Force (see attached) related to safe positioning and transportation of arrestees. Included in this report were recommendations regarding the purchase of equipment to safely transport arrestees, development of new training regarding First Aid and CPR, and the development of a data base to record and monitor incidents of in-custody death. Several recommendations that were adopted in principle by the San Francisco Police Commission and recommended by the San Francisco Police Department itself have not been acted upon. It is recommended that those items be acted upon immediately.

Investigated by: MIKE KLOSS, Investigator
BLANCHE BLACHMAN, Senior Investigator

Reviewed By:


ROBERT JANISSE
Chief Investigator

Approved by:


MARY DUNLAP
Director

6/23/98
DATE

POLICY RECOMMENDATION
OCC CASE NO. 0027-98

SUBJECT: Need for formal training or guidance to be issued to officers regarding appropriate procedures for updating or correcting citations issued.

RECOMMENDATION:

The OCC recommends that the San Francisco Police Department develop formal training for, and provide clear, written guidelines to, members of the Department regarding how to correct information on a citation being issued.

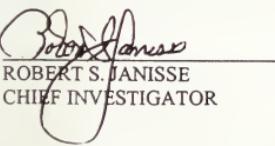
BACKGROUND:

The complainant in this case was issued and, upon request, signed the citation. After the complainant signed the citation, the officer determined that incorrect information was presented and changed that information by drawing through one street name and writing in different information. The complainant was then presented with the corrected citation. She did not sign the citation again.

The officer involved admitted that he altered the citation after the complainant signed it. He stated that there was no SFPD procedures for how to correct errors made on citations. During the course of the OCC investigation, an interview was conducted with the Department Academy instructor for citation writing. He stated that there is no written procedure on the correct way to alter citations and that such material is only covered where specifically asked about by a student in the course.

CASE INVESTIGATED
BY EILEEN GRADY

POLICY RECOMMENDATION
REVIEWED BY:


ROBERT S. JANISSE
CHIEF INVESTIGATOR

POLICY RECOMMENDATION
APPROVED BY:


MARY C. DUNLAP
DIRECTOR

DATE: June 29, 1998



OFFICE OF CITIZEN COMPLAINTS
POLICY RECOMMENDATION
OCC CASE # 738-97

SUBJECT: TRAINING FOR ENFORCEMENT OF TAXICAB REGULATIONS

RECOMMENDATION:

The Office of Citizen Complaints recommends that the San Francisco Police Department institute written procedures and training protocols so that officers in general, and members of the Taxi Detail in particular, receive proper instruction on the enforcement of the Chief's Taxicab Regulations.

Department Bulletin 98-91, issued May 8, 1998, partly addresses the proper enforcement action for violations of the Chief's Taxicab Regulations. (See Attachment A.) However, that Bulletin fails to address the training and stated practice of the Taxi Detail to cite taxi drivers for offenses that are not clearly delineated within the Chief's Regulations or the provisions of the Municipal Police Code. In addition, DB 98-91 fails to address the stated practice of members of the Taxi Detail to cite taxi drivers for Section 1077(a) of the Municipal Police Code. (See Attachment B.) MPC Section 1077(a) does not delineate any citable offenses; it is solely an administrative provision that gives the Chief of Police the authority to promulgate regulations. As such, citations issued for violations of MPC Section 1077(a) are improper on their face.

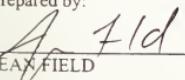
BACKGROUND:

In August 1997, a San Francisco police officer issued a citation to a taxi driver for "Failure to Obey 1077(a) MPC." The officer, a member of the Taxi Detail, stated that he cited the driver because the driver was willfully late to a scheduled taxi inspection.

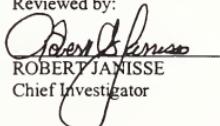
The citation was improper, and dismissed as invalid by the court. MPC Section 1077(a) is an administrative provision that grants the Chief of Police to adopt rules in order to regulate the taxi industry. MPC Section 1077(a) does not delineate illegal behavior, nor does it contain any language to the effect of "failure to obey." The Chief's Regulations do not specify what enforcement action, if any, may be taken against a taxi driver who fails to arrive on time for a scheduled inspection.

The officer stated that he was trained to cite drivers under MPC Section 1077(a). Both his fellow officer, and the acting officer in charge of the Taxi Detail at the time of the incident, corroborated this statement.

Prepared by:


JEAN FIELD
Attorney

Reviewed by:


ROBERT JANISSE
Chief Investigator

Approved by:


MARY C. DUNLAP 7/16/98
Director



POLICY RECOMMENDATION
OFFICE OF CITIZEN COMPLAINTS
OCC CASE #0602-98

Fourth Quarter 1998
Reference 98-602/DGO 9.06 III. C.
SUBJECT: Vehicle Tows/Stranded Motorist

RECOMMENDATION:

The Office of Citizen Complaints recommends that the San Francisco Police Department amend DGO 9.06. The amendment shall require officers ordering a vehicle tow to remain at the scene for a total of 30 minutes to wait for tow and to allow driver to arrange alternative transportation. If driver cannot secure alternative transportation, officers shall, at driver's request, transport driver to a safe location, convenient to communication and transportation facilities. Existing policy permits officers to wait 20 minutes for the tow; a requirement that officers remain to assist, and an additional 10 minutes for them to wait, are reasonable provisions for driver safety.

BACKGROUND:

Officers seized the truck of complainant, a resident of Redwood City, at 2:30 am on or near the Golden Gate Bridge. Officers left the scene although complainant stated he had no alternative transportation or money. Complainant walked in terror for several miles along desolate streets to the Townsend Street Caltrain station.

CASE INVESTIGATED BY KASI JAMMEH

POLICY PREPARED BY:

River Ginchid-U. Abeje
River Ginchid-U. Abeje
Policy and Outreach Specialist

**POLICY RECOMMENDATION
APPROVED BY:**

Mary C. Dunlap 12/1/98
Mary C. Dunlap
Director

Policy Recommendation
Office of Citizen Complaints
First Quarter 1999
Reference 98-723/DGO 6.09, 6.13, 6.16
Subject: Sexual Assaults, Domestic Violence

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department amend DGO 6.16 I. and 6.09 I. to inform officers that victims of sexual assaults and or domestic violence are more severely traumatized than victims of opportunistic crimes. These amendments shall require officers to be sensitive to the needs of these victims including use of language and behavior respectful of the tenor of the situation. Victims of sexual assaults shall also be provided appropriate referrals to community organizations, as is the procedure for victims of domestic violence. The OCC believes that existing policy, as reflected in DGO 6.13 I. D, supports this recommendation.

Background:

After reporting a sexual assault, complainant was driven by officers to San Francisco General Hospital. During the transport, the officers laughed and held a lively social discussion which complainant experienced as officer insensitivity to the situation.

INVESTIGATED BY KASI JAMMEH

Prepared by:

River Ginchild-Abeje
River Ginchild-Abeje
Policy and Outreach Specialist

Approved by:

Mary C Dunlap 12/18/98
Mary C. Dunlap Date
Director

DEFINITIONS OF ALLEGATIONS

Unnecessary Force (UF): Any use of force which exceeds the level of force reasonably needed to perform a necessary police action.

Unwarranted Action (UA): An act or action not necessitated by circumstances or which does not effect a legitimate police purpose.

Conduct Reflecting Discredit (CRD): An act or action which, by its nature, reflects badly on the Department and undermines public confidence.

Neglect of Duty (ND): Failure to take action when some action is required under the applicable laws and regulations.

Racial Slur (RS): Behavior or use of language meant to belittle or defame because of race or ethnicity.

Sexual Slur (SS): Behavior or the use of language meant to belittle or defame because of sex or sexual orientation.

Discourtesy (D): Behavior or language commonly known to cause offense, including the use of profanity.

DEFINITIONS OF FINDINGS

Sustained (S): A preponderance of the evidence proved that the conduct complained of did occur, and that using as a standard the applicable regulations of the Department, the conduct was improper.

Not Sustained (NS): The investigation failed to disclose sufficient evidence to either prove, or disprove the allegation made in the complaint.

Proper Conduct (PC): The evidence proved that the acts which provided the basis for the allegations occurred; however, such acts were justified, lawful, and proper.

Unfounded (U): The evidence proved that the acts alleged in the complaint did not occur, or that the named member was not involved in the acts alleged.

Policy Failure (PF): The evidence proved that the act by the member was justified by Departmental policy, procedure, or regulation; however, the OCC recommends a change in the particular policy, procedure, or regulation.

Supervision Failure (SF): The evidence proved that the action complained of was the result of inadequate supervision when viewed in light of applicable law; training; and Departmental policy and procedure.

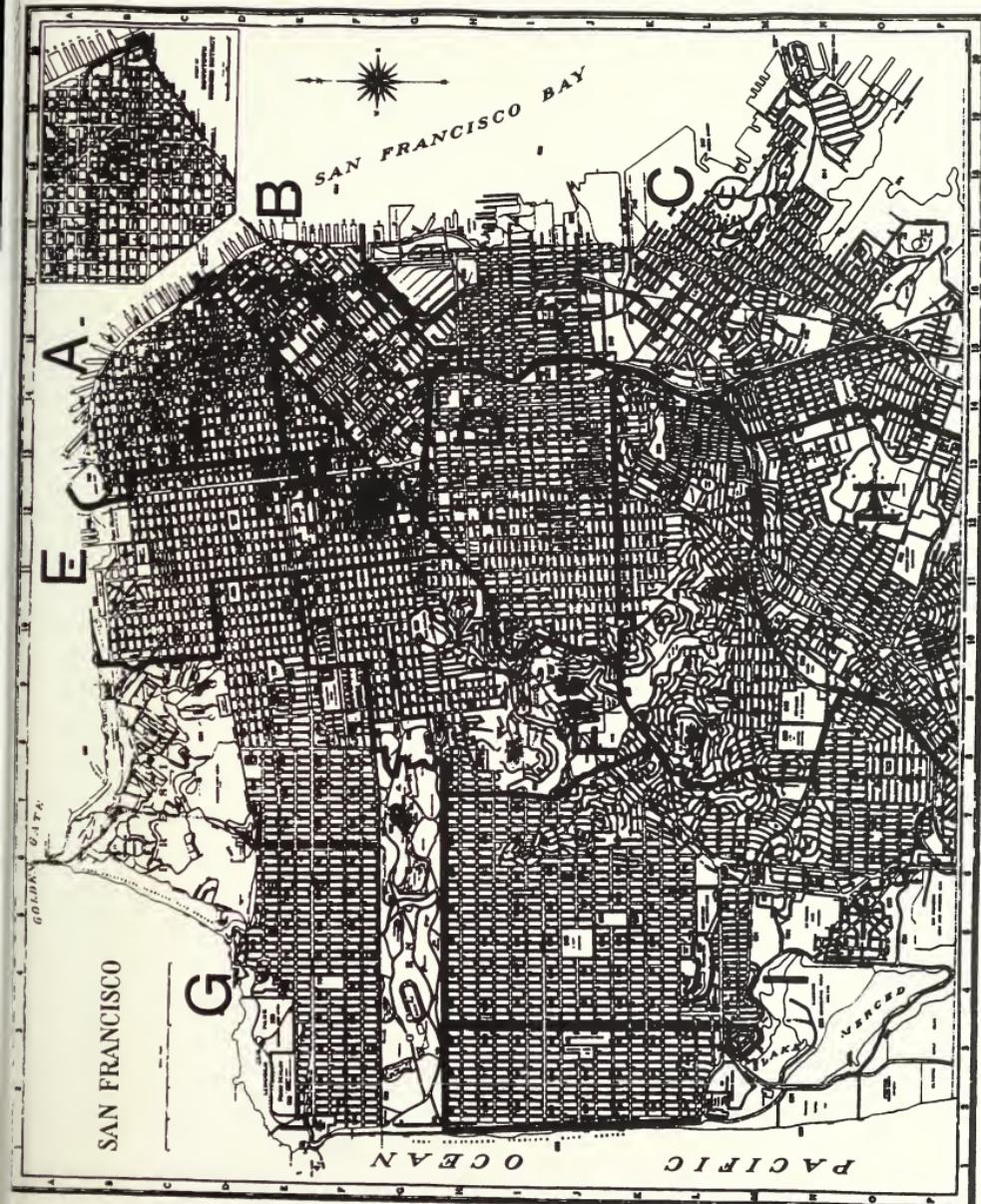
Training Failure (TF): The evidence proved that the action complained of was the result of inadequate or inappropriate training; or a absence of training when viewed in light of Departmental policy and procedure.

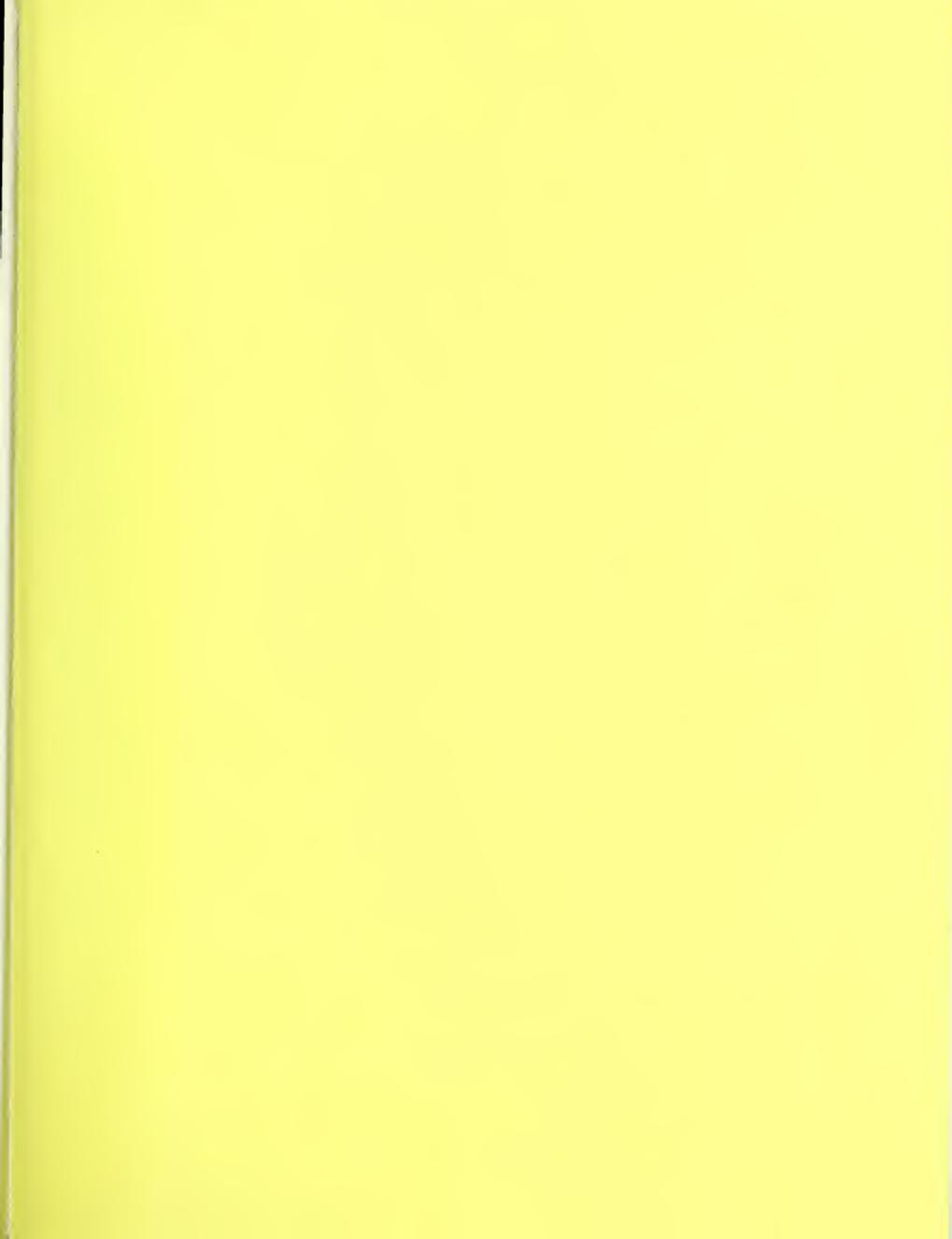
Information Only (IO): The evidence proved that the action complained of did not involve a sworn member of the Department; or that the action described was so obviously imaginary that their occurrence is not admissible by any competent authority. Information Only allegations are not counted as complaints against sworn members of the Department. Complaints against non-sworn employees of the Department are referred to Management Control Division. Complaints against employees of other agencies, are referred to the appropriate agency.

No Finding (NF): The complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint.

Mediation (M): By mutual agreement of the complainant and the accused member, the complaint was mediated and resolved in a non-disciplinary manner.







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1999 ANNUAL REPORT OF

The Office of Citizen Complaints

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San Francisco
Police Commission*

City and County of San Francisco
Willie L. Brown, Jr., Mayor
Report Presented By: Mary C. Dunlap
Director, Office of Citizen Complaints

STAFF OF THE OFFICE OF CITIZEN COMPLAINTS
(as of 5/1/00)

Director: Mary C. Dunlap

Trial Attorneys: Jean Field, James Rodriguez (10/97-4/00)

Policy & Outreach Specialist: River Abeje

Chief Investigator: Donna L. Medley

Senior Investigators:

Charles Gallman, Dennis Maxson, Cheri Toney (acting)

Investigators:

Jeff Apkarian, David Aulet, Erick Baltazar, Pat C. Dalton,
Helen Garza, Eileen Grady, Karol Heppe, Mary Ivas,
Kasi Jammeh, Richard Kung, Sergei Litvinov, Ed McMahon,
Irene Rapoza, Mark Scafidi, Jayson Wechter

Administrative Staff:

IS Business Analyst: Lorrie M. Tanioka

Senior Accounting Clerk: Laura Tham

Principal Clerk/Chief of Administration: Linda Taylor

Senior Clerk/Typist: Pat Grigerek

Clerk/Typists and Receptionists:

Caroline LoiOn Lealaimatafao, Gwen Lancaster, Vanetta Smith



Staff of the OFFICE OF CITIZEN COMPLAINTS (5/1/00)

Front Row (L to R): Mary Ivas; Laura Than; Linda Taylor; Jean Field; Vanetta Smith; River Abeje; Cheri Toney; Lorrie Tanioka; Second Row (L to R): Mark Scafidi; Dennis Maxson; Eileen Grady; Pat Dalton; Sergei Litvinov; Helen Garza; Erick Baltazar; Ed McMahon; Charles Gallman; Karol Hepp; Richard Kung; David Aulet; Back Row (L to R): Mary C. Dunlap; Caroline LoiOn Lealaimatafaao; Pat Grigerek. Not pictured: Jeff Apkarian, Kasi Jammeh; Gwen Lancaster; Donna L. Medley; Irene Rapoza; Jayson Wechter.

Photo Credit: Maureen C. Mason

TABLE OF CONTENTS

Letter Presenting Report	i
Report	1-37
I. OCC Staff Growth/Changes	1
II. OCC Caseload	3
III. OCC Public Credibility and Community Relations	12
IV. OCC/SF Police Department Relations	24
V. A Retrospective Look: 18 Years Of OCC Operations	27
VI. Looking Forward: FY '00-'01 Goals	34
VII. Conclusion	36
Index to Attachments	38
Attachments	39-87



OFFICE OF CITIZEN COMPLAINTS

CITY AND COUNTY OF SAN FRANCISCO



Mary C. Dunlap
Director

TO: Hon. Members, San Francisco Police Commission
Hon. Dennis Herrera, President
Hall of Justice, 850 Bryant Street
San Francisco CA. 94103

RE: OCC 1999 Annual Report

Dear President Herrera and Commissioners,

I am pleased to present the 1999 Annual Report of the Office of Citizen Complaints, for review by the San Francisco Police Commission and for the information of the public. As set forth, 1999 has been another year of steady, planful progress for OCC, in terms of staffing and staff training, investigations and case closures, presentation of cases at SFPD Chief's level, policy recommendations and community outreach. The highlights of 1999 include: the leadership and gifts of a new Chief Investigator, Donna L. Medley, who has brought thoughtful oversight to OCC investigations, and skillful management to OCC's investigative team; a 10% increase in closures of complaints (marking the third consecutive year of OCC accomplishing a 10% increase in case closures, from 890 closures in '96 to 1123 closures in '99); completion of a total of 99 sustained cases (8.8% of total closures) and of 12 policy/training recommendations to SFPD; adjudication of 66 OCC sustained cases at Chief's level, with 53 (80%) Sustained by the Chief and resulting in disciplinary action, 4 (6%) held Not Sustained by the Chief, and 9 (14%) resulting in No Further Action by the Chief. OCC attorneys Jean Field and James Rodriguez are especially to be commended for their outstanding work at SFPD Chief's level during 1999.

In the year, OCC staff dealt professionally and successfully with a number of challenges and adversities, including the first year of direct application of a 1-year statute of limitations addressing sustained complaints, both chronic and acute problems with OCC's IT/IS support and databases (aggravated by Y2K considerations), and high levels of training and supervisory needs, partly due to numerous still-relatively-new staff members and recent promotions, following significant staff increases and transitions during 1996-1998, and continuing implementation of the '96 City Charter-mandated staffing ratio of 1 OCC investigator for every 150 SFPD sworn members. The agency's investigative FTEs were fully staffed for almost the entirety of calendar 1999.

1999 saw the filing of OCC's first verified complaint alleging police misconduct, pursuant to a 10 year-old but untested legal procedure. That filing resulted from OCC's disagreement with the Chief of SFPD as to certain of OCC's sustained findings as to allegations in the Mark Garcia family complaint. Charges based upon the verified complaint, and the named officers' defenses, were set for factual hearing and resolution at Chief's level, through a publicly announced procedural agreement between SFPD and OCC (which charges and defenses have since been heard at Chief's level during March-April 2000). The Mark Garcia family complaint to OCC also resulted in the preparation and presentation by OCC in 1997, and the Police Commission's adoption in 1999, of several policy recommendations regarding officer training, record-keeping, and public health and safety, in conjunction with SFPD officers' use of pepper spray. OCC Policy & Outreach Specialist River Abeje worked with particular dedication and insight during 1999 in seeking to advance OCC's several pending policy recommendations through SFPD, and Ms. Abeje and myself actively raised and forwarded the public's and

OCC's own concerns about "DWB/B" datagathering and selective/discriminatory law enforcement issues to SFPD command staff and the Commission. Designated OCC personnel also worked cooperatively with Police Commission members, SFPD command staff and others, on a number of important special projects during 1999, including: a written protocol to guide the OCC/SFPD relationship in Officer-Involved Shooting ("OIS") case investigations; facilitation of OCC access to SFPD records and information in the investigation of civilians' complaints by OCC; practical working agreements between OCC and SFPD as to their respective responsibilities and procedures for compliance with the new statute of limitations governing sustained complaints of police misconduct; better mutual understanding in the vital and often necessarily adversarial working relationships between OCC and officer representatives, especially those from the SF Police Officers Association; and, a project to facilitate prompter fact-finding as to both OCC and MCD sustained cases at the Police Commission level.

Almost all members of OCC staff met, and several persons exceeded, productivity, training and project goals during 1999. One illustration should suffice: consider that December 1999 was the (first) peak of a flu season, the month for long-awaited vacations and special Millennium celebrations, and the month in which OCC computer workstations underwent extensive hands-on software upgrades in conjunction with Y2K preparations; urgent PC learning and technical troubleshooting had to occur literally simultaneously with handling the crunch to complete the caseload for 1999. OCC staff ended December 1999 with a record-breaking 155 case closures for the month (90 is normal, 96 was the total in December '98, and 120 is the monthly goal), including 28 sustained case reports (comprising an especially labor-intensive 18% of the month's total closures). Once again, I am delighted to express my deep pride and gratitude to each of OCC's contributing staff members for their extraordinary diligence, sense of mission, work ethic and efficiency in 1999, detailed in a myriad of ways in the annexed report.

This report also takes the occasion of the end of a century, and the conclusion of 17+ years of OCC's operation as a City agency, to offer glimpses of the agency's casework over the years , and to provide information about OCC's plans for the remainder of calendar 2000 and for FY '00-'01. As the Commission knows, this report has been somewhat delayed (relative to the norm of a March release date for the '96, '97 and '98 annual reports), because of IT/IS support problems before, and database problems after, Y2K. With special appreciation for the already well-demonstrated expertise and energy of OCC's new permanent IS Business Analyst, Lorrie Tanioka, who joined OCC in late March, 2000, and for the continuing exemplary work of Linda Taylor, chief of OCC's administrative team, this report is now in your hands, and it will soon join the public information flow, including availability on OCC's website:

www.ci.sf.ca.us/occ

Indeed, OCC's website is another crowning achievement of 1999, and OCC's "technowhiz", River Abeje, as well as the personnel of the City's Department of Telecommunications and Information Technology ("DTIS"), particularly Jennifer Schuler, must take bows for this public service achievement. OCC receives dozens of public inquiries from around the Bay Area each year, and several inquiries every month from communities across the nation, concerning San Francisco's model of civilian review/police accountability. The website allows substantial personnel time and resources to be saved by providing ready answers to many questions about OCC.

I look forward to the presentation of this 1999 Annual Report of the Office of Citizen Complaints at the next regular meeting of the SF Police Commission, and I thank President Herrera and all members of the Police Commission for your interest, support and concern as to the work and mission of the OCC.

With best regards,



MARY C. DUNLAP

Director, Office of Citizen Complaints

Letter and Report Submitted: 5/25/00

I. OCC STAFF GROWTH/CHANGES

Beginning in 1996, the Office of Citizen Complaints ("OCC") has been legally mandated through a City Charter amendment (SF Charter sec. 4.127) to employ one (1) 8124 Investigator for every one hundred-fifty (150) sworn members of the San Francisco Police Department ("SFPD"). The City funding and requisitions for this level of staffing were fully authorized by the Board of Supervisors and Mayor as of January, 1998. OCC has been engaged since 1996 in finding, training and retaining the best qualified available personnel to fulfill this Charter mandate.

The 15 authorized Investigator positions authorized by the FY '98-'99 OCC budget were filled for almost the entire year, and a 16th Investigator FTE was attributed to OCC, due to increases in SFPD staffing, for FY '99-'00. Because the eligible list for 8124 Investigators expired in October 1999 (after a total of 10 persons were hired from the list during 1997-1999, 8 of whom passed probation and currently serve OCC), OCC worked closely with the Department of Human Resources ("DHR") to achieve recruitment of an excellent, including diverse, pool of candidates, resulting in a list of forty-three (43) persons found to be eligible for and interested in OCC Investigator employment. Like those on the earlier list, all 41 on



the new list meet or exceed the requirements of a bachelor's degree and 2 years of pre-OCC investigative experience (with substitution of experience for post-high school education on a 1-for-1 basis).

Although OCC has not yet hired from the new eligibles list, because all OCC Investigator FTEs are now filled, OCC is now in a solid position to maintain well-qualified full staffing in the position (e.g., in case of attrition or additional FTEs due to further SFPD sworn officer additions).

Donna L. Medley began as OCC's Chief Investigator starting in late December 1998. Ms. Medley continues to serve admirably in this position, bringing 25+ years of relevant law enforcement investigative, personnel management and teamwork experience. Ms. Medley has applied a keen sense of mission and a commitment to high levels of staff training, fieldwork and professionalism to OCC.

OCC's provisional IS Business Analyst, Silvia Landau, was displaced (to another City position) by OCC's permanent hire of Lorrie Tanioka, who began at OCC in March 2000 after a process of recruitment, interviews and selection for the permanent position that began in late 1999. Ms. Tanioka also brings exceptional skills and experience to the OCC, and her talents have already proved highly beneficial in IS/IT maintenance, planning, troubleshooting, database development, and staff training, information and assistance.

II. OCC CASELOAD

OCC received 1047 complaints during 1999, and identified a total of 4,767 allegations of police officer misconduct stemming from those complaints (See "Comprehensive Statistical Report (1999)" and "Complaints and Allegations by Unit, Annual 1999", Attachments at pp. 40, 48-49). The volume of civilian complaints filed with OCC during 1999 was roughly average, across OCC's caseload history, and the number of allegations identified was proportionate to the number of complaints received, and consistent with the numbers of allegations identified by OCC during 1997-1999 (See Part V., A Retrospective Look, at pp. 27-33, and, "Allegations, By Number and Category (1999-1987)", at p. 57, for details about caseload over the years of OCC operation, and see, "OCC Special Report: Performance and Productivity as to Complaint Caseload", presented to SF Police Commission (7/21/99), for further information concerning OCC's sharply improved comprehensiveness in identifying and investigating allegations of police misconduct during 1997-1999).

During 1999, OCC closed a total of 1123 complaints, 10% more than in 1998 (1043 closures), 20% more than in 1997 (979 closures) and 30% more than in 1996 (890 closures). This demonstrated progress in efficient closure of cases included backlog reduction (a total of only 1 case filed in 1996 and 10 cases filed in 1997, each of which

has specific reasons for continuing pendency, were open at OCC as of end of 1999), compliance with a new statute of limitations by means of goal-setting and careful supervision, increasingly thorough identification of allegations (see previous paragraph) and improved completeness of fieldwork and other investigative steps by OCC staff, all accomplished under the conscientious and capable oversight of Chief Investigator Medley and of OCC's Senior Investigators, particularly Charles Gallman and Dennis Maxson, and of acting Senior Investigator Cheri Toney during parts of 1999. Please note that OCC is obliged by law (City Charter section 4.127) to investigate all complaints within its jurisdiction that do not show facially proper officer conduct; hence, virtually 100% of OCC's 1123 cases closed in 1999 required and received full investigation in order to be closed correctly, under City Charter sec. 4.127.

In 1999, OCC received 107 requests for investigative hearing following preliminary findings in its closures, and granted 11 (10.2%) of those requests; hearings were held in 10 cases during 1999, and 4 cases awaited investigative hearing at year's end. Investigative hearings are granted for cause, as demonstrated according to written rules. As a general summary of the application of those rules, investigative hearings (and/or further investigation, as appropriate) are granted by the OCC Director wherever OCC is given reason to believe that its preliminary findings may be in error and

that an investigative hearing would remedy the identified error, or in cases where OCC requires the work product of a neutral hearing officer in order to accurately resolve a material dispute of fact.

The achievement of closure during 1999 of all but 11 cases filed in '96-'97 is particularly notable, because of the pressure of the new one-year statute of limitations governing sustained cases, which addresses complaints concerning incidents occurring on or after 1/1/98 (Government Code section 3304 (c)). OCC staff managed to close almost all of its oldest complaints during the same time period that OCC staff was obliged by section 3304(c) to focus upon timely closure of more recent cases. Put another way, backlog reduction was accomplished without jeopardizing OCC's dedication to compliance with the new statute of limitations. The reported reduction in pending numbers of oldest OCC complaints was part of a steady overall reduction of pending caseload: OCC had 509 cases open as of the end of '99, 47 (9.2%) less than at the end of '98 and 66 (12.2%) less than at the end of '97 ("Comparative Overview of O.C.C. Caseload", p.41)

The rate of sustained complaints for 1999 is also roughly average, compared with prior recent years. OCC sustained 99 of 1123 complaints (8.8%) during 1999, as compared with 108/1043 in 1998 (10.4%) and 101/979 (10.3%) in 1998. Because, in late 1998, OCC began a practice of sending all "Failure to Comply with DGO 2.04" (to



wit., failure of SFPD officers to cooperate with OCC's investigations) allegations to SFPD's Management Control Division ("MCD") for resolution, rather than investigating and sustaining or not sustaining such allegations within OCC, the slight decrease in the OCC sustained rate is substantially explained by this change in practice. Of 15 "failure to cooperate" cases sent by OCC that were investigated by MCD and acted upon by the Department during 1999, 12 (80%) were held Sustained by SFPD, and disciplinary action followed. Had OCC investigated and resolved those 15 subject cases itself, as OCC would have done prior to late 1998, OCC's sustained case rate for 1999 would be 9.8% (111/1138).

It must be reiterated, as stated on several prior occasions, that OCC does not have a goal or target for number or percentage of sustained cases. Rather, OCC is committed to neutrally conducting complaint intake, to professionally investigating the allegations raised by each complaint, and to sustaining no more or less than those allegations where "[a] preponderance of the evidence proved that the conduct complained of did occur, and that using as a standard the applicable regulations of the Department, the conduct was improper." (See "Definitions of Findings", at p. 86, and see SFPD DGO 2.04). Thus, although some may propose to measure OCC's effectiveness primarily by the number or percentage of cases that OCC sustains in a given time period, it is OCC's operating position that,



while the number and percentage of sustained cases is one appropriate personnel performance measure (specifically, because of the labor-intensiveness of sustaining a complaint), raw comparisons of OCC's sustained rates from year to year cannot constitute a subtly accurate measure of OCC's overall effectiveness, without regard to study of the frequency of OCC sustained findings being upheld by SFPD at Chief's level and/or by the Police Commission, and without regard to policy recommendations, training recommendations, and other facets of both SFPD institutional improvement and individual changes in behavior related to OCC's role in the officer discipline system.

With these considerations in mind, in studying the number and percentage of cases sustained by OCC, it is highly important to examine statistics showing what happened during 1999 to OCC's sustained cases within SFPD and at the Police Commission. For this purpose, the annexed list entitled "Sustained Cases 1994-1999" (as to which members of the Police Commission receive the additional identifying data as to complainants and officers involved on a confidential basis, due to Penal Code section 832.7) tracks all pending OCC sustained cases sent to SFPD during 1994-1999. (See "Sustained Cases 1994-1999", at pp. 60-71)

Of OCC sustained cases sent to SFPD, a total of 66 officer disciplinary cases were decided at Chief's level during 1999. A total of 53 (80%) of those 66 cases were Sustained by the Chief's designee



after due notice and opportunity for hearing to the named officer(s), and resulted in disciplinary action. Of the remaining 13 cases, 9 (14%) were Not Sustained by the Department, and 4 (6%) were determined by SFPD to raise preclusive statute of limitations or laches issues.

OCC also maintained and strengthened its mediation program, begun in 1995, during 1999. OCC offers mediation, under written rules and through a program created and staffed by Bar Association of San Francisco ("BASF") volunteers and experts, in cases where the alleged misconduct does not predominantly involve issues of unnecessary force, discrimination/slurs, abuse of authority, legal questions, or other features of the civilian complaint that would tend to imbalance the mediation process or trivialize wrongdoing. A total of 22 cases qualified for and were awaiting mediation during 1999, and 6 were mediated; these numbers represent slight but important increases in resort to the mediation program compared to 1997-1998. The OCC mediation program requires the named officer to be eligible (based on prior complaint and discipline history), the complainant(s) to be willing, and the named officer(s) to be willing (with the incentive to officers of having the complaint removed from their disciplinary record if they agree to and appear for mediation). Improved communication and enhanced mutual understanding of officers

and civilians, reportedly resulting from at least some of the mediations, warrants committed continuation of this program.

Officer disciplinary charges arising from at least six (6) pre-1999 OCC cases awaited hearing and resolution at the Police Commission as of the end of 1999; one of those cases has since been remanded by agreement and heard at Chief's level. The rest have been assigned to hearing by individual Commissioners, and it is OCC's understanding that those cases within this group that have not had pretrial/status conferences by the assigned Commissioners will soon receive them in year 2000. OCC attorneys worked with dedication during 1999 and continue to work committedly with the Commission and SFPD to accomplish efficient, just disposition of each Commission-level pending case.

In January, 1991, the SF Police Commission adopted a written procedure purporting to govern situations in which the OCC Director and Chief of SFPD irresolvably disagree as to the propriety of having a disciplinary case heard by the Police Commission (SF Police Commission Resolution 19-91 (1/31/91)). Because of such an irresolvable disagreement, concerning certain of OCC's sustained allegations in the Mark Garcia family complaint (filed 10/96), in June, 1999, OCC presented to Chief Lau and lodged with the Police Commission the first verified complaint presented under Resolution 19-91. During November, 1999, SFPD and OCC agreed to a procedure for



hearing at Chief's level of certain charges resulting from that sustained complaint, and that procedural agreement was made public and was presented as a written stipulation to the Police Commission on December 1, 1999. Pursuant to that stipulated procedure, on two days in March and April, 2000, OCC attorney James Rodriguez, assisted by OCC attorney Jean Field and temporary legal-administrative assistant Vaneta Bagatelos, presented OCC's evidence and arguments in support of the charges arising from the sustained allegations in the Mark Garcia family complaint, and responded to the presented defenses of the officers, during a hearing conducted by the Chief's designee during two (2) days in March-April 2000. As of the writing of this report, OCC awaits the Police Commission's public report as to the Chief's-level findings and disposition in that submitted case.

The Mark Garcia family complaint also resulted in OCC's recommendation of certain policy changes as to pepper spray use, monitoring and data concerning usage, made by OCC to SFPD in-mid 1998 and adopted by the Police Commission on May 12, 1999. In summary, those policy changes require SFPD to assure Department-wide training on pepper spray use and on transportation and treatment of at-risk individuals, require SFPD members to follow specified procedures as to face- and eye-rinsing of all persons exposed to pepper spray, and require implementation of parts of the SFPD "Custody Death Task Force Report" of May, 1996. (OCC 1998 Annual Report, pp. 56-59)

For year 1999 (including policy recommendations for the Fourth Quarter presented in this report, see Attachments at pp. 83-85), after careful research and analysis, by means of written submissions prepared by Policy & Outreach Specialist River Abeje, OCC has offered a total of twelve (12) new policy and training recommendations for SFPD implementation and/or Commission action (See pp. 72-85). The subjects of these policy and training recommendations by OCC, which are currently pending within SFPD for adoption where not already adopted, and which will be presented to the Commission as appropriate if not adopted by SFPD, include:

- Reporting of Prejudice-Based Incidents
- Conflict of Interest
- Provision of Translators
- Booking & Detention, Prisoner Handling, Access to Medications
- Transporting Persons Who Use Mobility Aids
- Animal Control Techniques and Caring for Animals of Arrestees
- Bicycle Riding in Lanes of Traffic
- Use of Vehicle Horns
- Recording Operations of the Vice Crimes Division
- Distribution of Written Communications
- Medical Marijuana: Enforcement of Health & Safety Code 11362.5
- Access to Telephones for Detainees



As to the remainder of the OCC-sustained pending cases, OCC worked closely with MCD and other designated SFPD and Commission personnel, throughout 1999, to move those OCC-sustained cases (see "Sustained Cases 1994-1999", at pp. 64-71) to just resolution as rapidly as possible, consistent with assuring thoroughness of investigations and accuracy of findings by OCC, completeness of review by SFPD, robust due process to officers and full accountability to complainants, all to be guided by the public interest in achieving "... accountability of every member of the San Francisco Police Department ... to all of the people in or of this City and County" ("OCC Mission Statement", p. 39).

III. OCC PUBLIC CREDIBILITY AND COMMUNITY RELATIONS

During 1999, OCC continued its efforts to serve the diverse, complex communities of San Francisco, and to work (and, at least on the best of days, to be recognized) as SFPD's "professional management consultant" on policing issues, dedicated to the advancement of community policing and improved police-community rapport. Happily for those who work diligently at OCC in service of its mission, those efforts did not go unnoticed during 1999.

OCC's work during this period earned "honorable mentions" in a number of media accounts, including:

- Author Joe Domanick's conclusion that "...the best example of an effective, impartial civilian investigative agency is San Francisco's..." ("Civilian Control of LAPD Is Elusive Despite Reforms", Los Angeles Times (11/14/99));
- Extensive coverage of OCC's mechanism and certain of its Police Commission-level cases, as part of a series of articles about civilian review models across California (Dion Nissenbaum, "Policing the Police", Riverside Press-Enterprise (p. A-1 (8/1/99));
- Professor Samuel Walker's statement that in "...San Francisco, the Office of Citizen Complaints sends a steady stream of recommendations for policy changes to the police department. Through this policy review function, the OCC does not treat complaints as isolated incidents but uses them as a way of identifying underlying causes..." ("How To Make Cops Accountable: LAPD - Los Angeles Can Emulate Other Cities' Systems", Los Angeles Times (3/6/00); and,
- "San Francisco has what many consider the best example of civilian review in the country." (Baltimore Sun (4/10/99)).



When the specific ways are reflected upon that OCC strived to serve its mission of police accountability to all communities in and of San Francisco, while serving SFPD and its members as well, by taking complaints and investigating and proposing findings to resolve them professionally and correctly, certain OCC staff members' contributions in 1999 come most readily to mind:

- 1) River Abeje's policy and training recommendations, her conscientious attendance of many sessions of a Police Academy 28-week course for new recruits, and her continuing insight into the experiences of new Q2s,
- 2) Dennis Maxson's and Charles Gallman's school appearances to explain OCC and be "role models",
- 3) Karol Heppe's, Mary Ivas' and Vanetta Smith's particular availability for youth issues and support, especially at the City's juvenile detention facility,
- 4) Donna Medley's responsiveness to civic emergencies, real and potential, including her visits to Officer-Involved Shooting ("OIS") scenes, and her Y2K eve and morning "stint" at the Office of Emergency Services,
- 5) monitoring of policing situations, under a specific written policy of OCC requiring neutral and professional observation, at public demonstrations ranging from pre-noticed Critical Mass bicycle rides and political rallies to spontaneous protests

including civil disobedience actions, by an array of trained OCC staff (including particularly Jayson Wechter, Eileen Grady, Kasi Jammeh, Dennis Maxson, River Abeje, Cheri Toney, often and gently overseen by Chief Investigator Medley),

- 6) Mary Ivas' and Karol Heppe's energetic in-office fundraising for the annual Citywide Combined Charities campaign, resulting in generous contributions from over 60% of OCC personnel,
- 7) the friendly, helpful and businesslike reception to civilians and officers alike at OCC's front desk, afforded by Gwen Lancaster, Caroline LoiOn Lealaimatafao, Vanetta Smith, Pat Grigerek, and Linda Taylor, as well as by OCC investigative staff during periods of short-staffing,
- 8) OCC investigative staff members flexing hours and schedules when feasible, and starting work at OCC's offices at 6 am or ending work at 10 or 11 pm, in order to accommodate officer on-duty interviews where feasible (under a "handshake" agreement reached by the OCC Director with SFPD's top command staff in 1997, requiring that SFPD command staff also will flex officer work schedules, when requested by OCC Investigators in order to timely and correctly complete investigations),
- 8) investigative staff working hard to conduct thorough and fact-focussed interviews, while relating appropriately to often uncomfortable interviewees, be they complainants, accused

officers, civilian or officer witnesses, and OCC investigators going to the field where necessary to get answers,

9) regular availability of OCC management staff (appreciating most especially the extraordinary responsiveness of Senior Investigator Charles Gallman, who was the OCC Director's nominee for a City Managerial Excellence Award in 1999, based upon a mountain of his good works) as to emergency pages and urgent phone calls from SFPD and civilians alike, during nights, early mornings, weekends, and holidays,

10) numerous special meetings to share information with various organizations and delegations, including: (a.) thanks especially to attorney Field and Chief Investigator Medley, a half-day workshop at OCC, emphasizing both complaint processing and mediation, requested and attended by a group of ranking officers, legal advisors and a community leader from the San Diego Police Department's internal affairs division; (b.) a three-hour session with command staff members and police union officers, attorneys and community leaders from Austin, Texas, on the OCC model and civilian review; (c.) a two-hour session with a delegation of 37 senior civil servants visiting from Taipei, Taiwan, with Investigator Richard Kung serving as OCC's liaison,

11) appearances by OCC staff at community forums, street fairs, and other events, by invitation, to explain OCC and become more

identifiable, accessible and helpful to the San Francisco public, and,

12) the regular provision of bilingual services to complainants, witnesses and community members by David Aulet and Helen Garza (Spanish), Richard Kung and Laura Tham (Chinese), Erick Baltazar (Tagalog), Sergei Litvinov (Russian), and Caroline LoiOn Lealaimatafao (Samoan, Tongan and Tokelauan).

The above list does not begin to include all of the OCC personnel who made noteworthy efforts to reach and be reachable by the broadly dispersed people and groups interested in and affected by OCC, in the wide array of situations addressed. Instead, the list is a little snapshot of our efforts; all OCC staff working together, in and out of the snapshot, have earned the praise that media sources quoted above and others conveyed during 1999.

In considering OCC's public credibility and community relations progress, it also remains crucial to keep in mind the variegated nature and needs of the civilian communities directly served by OCC. In an ongoing effort to determine who is specifically served by OCC, a fourth year of "hand-ground" statistics, in "OCC Complainants By Selected Demographic Characteristics: 1999" (see p. 59) is provided in this report.



(In 2001, OCC's new database system will compile these demographic statistics in a matter of minutes; for OCC's reports in 1997-1999, the task of studying, analyzing and categorizing the relevant data as to 1100-1300 individual complainants required about a day's work for each year. In whatever way this work is done, it remains vital to see some of the facets of who OCC's complainants are.)

In 1999, of the 1129 named individuals filing complaints with OCC (including co-complainants), males comprised 699 (62%), females comprised 364 (33%), 55 left the space blank or declined to state (5%), and 1 person elected, without specific inquiry from OCC, to identify as "transgender" (less than 1%). 370 (33%) of complainants were Caucasian/White, 349 (31%) were African-American, 114 (10%) were Hispanic/Latino/a, 79 (7%) were Asian-American & Pacific Islander, 8 (less than 1%) were Native American, 17 (2%) were Middle Easterner/Arab, 5 (less than 1%) identified as "multiracial", and 177 (16%) left the space blank or declined to state. 771 (69%) were between 20 and 50 years of age, 36 (3%) were between 14 and 19 years of age, and 163 (14%) were over 50 years of age; 149 (13%) left the space blank or declined to state. Without specific inquiry by OCC, 40 persons (4%) self-designated (without a specific inquiry) as "disabled", and 17 (2%) self-designated as "homeless". The numbers of transgender, disabled, and homeless persons who were actually served as complainants by OCC during 1999

were substantially higher, according to information from OCC's investigative staff and scrutiny of the contents of investigative files, than the relatively small numbers who self-designated as "transgender", "disabled" and/or "homeless", without specific inquiry in the demographic information section of their complaints.

Persons of color (i.e., persons designating as other than "White" or "Caucasian") comprised over 50% of OCC's complainants in 1999. The percentage comparisons across 1996-1999 of the constituent racial groups of OCC complainants are as follows:

	<u>1999:</u>	<u>1998:</u>	<u>1997:</u>	<u>1996:</u>
Caucasian/White	33%	33%	36%	35%
African-American	31%	27%	28%	26%
Hispanic/Latino/a	10%	11%	9%	8%
Asian-American &				
Pacific Islander	7%	7%	7%	5%
Middle Eastern &				
Arab descent	2%	2%	data not available	
Native American	<1%	1%	<1%	<1%
"Multiracial"	<1%	<1%	<1%	<1%
Blank/Declined	16%	18%	18%	19%

(Source: "...Demographic Characteristics: 1999", at p. 59).



For the fourth consecutive year that statistical reports were prepared as to race of OCC complainants, while other population groups' complaints to OCC ranged from well below to roughly proportionate with their presence in the San Francisco population, the African-American OCC complainant percentage was well in excess of relevant population percentage for San Francisco (31% in 1999, and 26-28% during 1996-1998, as contrasted with an estimate of 10% African-American population according to the 1990 decennial US Census for San Francisco). As was observed in OCC's 1998 Annual Report, "...the continuing statistical disparity [between African-Americans in San Francisco and African-Americans making complaints to OCC]...raises a still-unanswered cluster of questions as to how and why African-Americans experience and report police misconduct to OCC at a rate that is consistently, substantially higher than their share of the SF population." (1998 Annual Report, p. 12).

The Police Commission's initiative requiring SFPD to gather data in traffic stop situations, responsive to "Driving While Brown/Black" ("DWB/B")/ selective enforcement issues, announced by the Commission at its regular public meeting on September 15, 1999, followed by the Commission's further implementing action taken on April 11, 2000, should help to address at least some of the questions raised by the continuing disparity between percentage of

OCC complainants who are African-American persons and percentage of African-Americans in the SF population.

Recent studies demonstrating that African-American and Latino/a youth receive harsher punishments than do Caucasian/white youth in the US juvenile justice system (e.g., "And Justice for All", National Council on Crime and Delinquency report funded by the US Department of Justice (4/26/00)), and other ongoing studies of racial discrimination in law enforcement and the criminal justice system, not to mention abiding public concerns about fairness of policing throughout the nation, oblige the attention of SFPD, the Police Commission and OCC, in our respective roles within the City government of San Francisco. Those studies and expressed public concerns about discriminatory law enforcement and criminal justice in the USA underscore the necessity of paying attention, by race and other relevant characteristics, to who OCC's complainants are, to what the nature of any racially correlated patterns in complaints about SFPD policing are, and to who is stopped in traffic situations by SFPD and why. All of these forms of data-gathering and analysis need to operate as specific elements of an overarching, institutionalized, cooperative, planful and principled opposition by SFPD and its members, the Police Commission and OCC, in our respective roles, to discriminatory law enforcement.

Apropos of this subject, OCC prepared and presented a special report to the Police Commission during 1999, to provide available information concerning the number of complaints registered with OCC during 1998 that raised issues of selective/discriminatory enforcement. ("Allegations of Discriminatory Law Enforcement Against SFPD Officers: A Need For Further Information", Office of Citizen Complaints (5/5/99)). For 1998, in that special report, OCC identified 42 complaints (comprising 4%, out of a total of 1043), not including complaints involving alleged slurs based on race, gender, or the like, "...in which complainants specifically asserted, in writing, that they believe some action was taken or not taken by one or more sworn members of SFPD as to them, because of their actual or perceived race, ethnicity, color, immigration status, gender, gender identity, sexual orientation, and/or age." ("Allegations...", cited above, p. 8) A follow-up study for this current report conducted by the OCC Director, examining all OCC complaints filed in 1999, shows a rise to 98 complaints (9%, out of a total of 1123) containing specific assertions by complainants of discriminatory law enforcement actions, as defined in the quotation above, allegedly taken by one or more SFPD officers.

At present, OCC does not have the means to adduce information, whether from its own existing database, from within SFPD's current records and information, or discoverable elsewhere, to

authoritatively resolve most individual allegations of selective enforcement in favor of decisive findings such as "Sustained", "Proper Conduct" or "Unfounded". At present, OCC can make such decisive findings about discriminatory enforcement allegations only in rare cases, namely, those where there is a witnessed statement or expression of an officer's discriminatory intent, or an officer's own admission of prejudice or bias, enabling individual allegations of selective enforcement to be sustained on the discoverable evidence, and those where there is specific evidence disproving discriminatory intent, warranting a finding of "Proper Conduct" or "Unfounded" based on the discoverable evidence.

Racially and other invidiously discriminatory law enforcement harms civilian victims and the public interest, and undermines good policing and every officer committed to good policing. Likewise, false public beliefs that discriminatory law enforcement is occurring, which cannot be reasonably dispelled in the absence of responsive information, jeopardize civic peace, and undermine good policing by defaming law-abiding officers.

Both of these dimensions of harm in the discriminatory law enforcement conundrum - true complaints of discrimination, and false complaints of discrimination - necessarily concern the OCC and profoundly affect its work. Accordingly, OCC enthusiastically anticipates that, beginning in year 2001, OCC will have its own new



and far more accessible, report-flexible database to enable closer study and comparison of individualized OCC complaints, as well as to enable identification and study of racially and otherwise correlated patterns of misconduct complaints, based on data going back fifteen (15) full years (to 1/1/86). These analytical and reporting capacities within OCC's new database system, particularly when combined with the availability of non-individualized statistics based upon data gathered by SFPD as to race and other demographic characteristics of persons stopped in traffic situations, should enable OCC to better address some of the most pressing questions and concerns about selective and discriminatory law enforcement currently pending. Also, then, specific individualized complaints of discriminatory law enforcement can be resolved more authoritatively by OCC on their facts.

IV. OCC/SF POLICE DEPARTMENT RELATIONS

Although OCC is designed to be independent from SFPD (e.g., by City Charter, no OCC staff member can ever have been an SFPD sworn member), OCC is also designed to be interdependent with SFPD (e.g., both the Chief of SFPD and the Director of OCC report directly in the Charter structure, and weekly at public meetings, to the SF Police



Commission). Even as 1999 marked OCC's first filing of a verified complaint, deriving from the Mark Garcia family case as to which the OCC Director and the Chief of SFPD disagreed irreconcilably on the merits of filing individual disciplinary charges based upon OCC's sustained findings of officer misconduct, as to which case the efforts of the OCC Director and Chief of SFPD failed to resolve said differences by reasoned discussion (see Part II. of this Report, above, for further information on this subject), 1999 also afforded OCC and SFPD a number of opportunities where projects of mutual importance were advanced by just such reasoned discussion, including:

- a written protocol to govern OCC/SFPD interactions as to Officer-Involved Shooting ("OIS") incidents and investigations;
- improved accessibility to OCC of relevant information, records and expertise in the hands of SFPD bearing upon resolution of civilian complaints by OCC investigative staff;
- more efficient handling of sustained complaints by both OCC and SFPD under the new one-year statute of limitations imposed by California Government Code section 3304(c);
- connection of OCC's Information System Local Access Network ("LAN") to SFPD's new personnel and record-keeping computerized Information Systems, and to the new Citywide "911" system.

OCC also reached out to improve communications with SF police labor associations, including the SF Police Officers Association ("POA"), SF Officers for Justice ("OFJ"), and other representative groups. On May 21, 1999, as part of OCC's curriculum of training for its new investigative staff, at a meeting table featuring pizza and general goodwill, and following OCC staff's viewing/reviewing of a segment of "Hearts of the City" (from a series of moving and beautifully crafted videos that convey the humanity of SFPD officers, made by SFPD Officers Andrew Cohen, Robert Mamnone and others), OCC staff and POA, OFJ and other associations' reps and members "went around the circle", relating and discussing officers' impressions and experiences with OCC. While it would be inappropriate for the author of this report, as OCC Director, to try to paraphrase or characterize the messages from any of the individual police officers attending this meeting, almost all of the participants indicated that such meetings are a good idea, and should happen again, and regularly. While OCC's relationships with officer reps and advocates are systemically adversarial, the premise of the meeting, and the spirit of almost all of its participants, was that we can all benefit by interpersonal courtesy and respectfulness, appreciation of each other's roles and functions, and mutual professionalism. OCC will host at least one similar meeting in 2000, "the parties willing".



In summing up the relationship between OCC and SFPD during 1999, perhaps no better statement can be offered than the following:

"[a]ccording to San Francisco Police Chief Fred H. Lau, who has run the department since 1996, the system is working. He characterizes his relationship with the OCC as good, adding that the office provides 'a conduit for people to voice their concerns about policing', as well as a 'check and balance for the public'. The public, he says, 'feels that the OCC is an institutional advocate for their concerns'". (Joe Domanick, "Civilian Control of LAPD Is Elusive Despite Reforms", Los Angeles Times (11/14/99)).

V. A RETROSPECTIVE LOOK: 18 YEARS OF OCC OPERATIONS

The Office of Citizen Complaints was founded by a community-generated ballot initiative that passed in 1981 by a substantial majority vote, requiring that a civilian agency be created to intake and investigate civilian complaints of police misconduct in San Francisco. OCC began its earliest operations in 1982, and was staffed as of August, 1983. Working in a three-room office space



located within the Hall of Justice, the original Director, Eugene Swann, and his staff of 8 investigative and 2 administrative personnel began taking and investigating complaints in 1983; OCC staff members' employment requisitions and hiring documents were signed and approved by SFPD sworn administrative personnel.

OCC today is a larger, stronger, better-funded and less SFPD-enmeshed version of the original agency. Operating from a total of 37 separately enclosed office spaces (affording room for tens of thousands of hardfiles and other paper records in active use, cable computer equipment, 30 PC workstations and other LAN equipment, and other physical properties, as well as providing discrete private office spaces to conduct literally thousands of officer and civilian interviews and other legally confidential functions each year, as well as to enable daily meetings among staff groups and with complainants, witnesses, members of SFPD and the public), occupying approximately 3200 square feet of non-SFPD office space located at 480-2nd Street (since 1995), with 31 FTEs and 30 currently employed personnel, under a total annual budget of approximately \$2.5 million from the City's and Airport's General Funds, governed by Charter-driven requirements that OCC staff be separate and independent from SFPD officers, that there be one (1) investigator at OCC for every one hundred-fifty (150) sworn SFPD personnel, and that OCC be required to investigate and make findings in all civilian-generated



complaints of police misconduct other than those establishing proper officer conduct on their face, as well as to "...prepare recommendations quarterly concerning policies or practices of [SFPD] ... which could be changed or amended to avoid unnecessary tension with the public or a definable segment of the public while insuring effective police services..." (City Charter sec. 4.127), it is possible that even those who campaigned for the establishment of OCC 18 years ago, and who envisioned the power of their idea, would be pleasantly surprised at the strength of OCC today.

The most important feature of OCC remains its ability to investigate, and to recommend and advocate for disciplinary as well as policy resolutions as to, an average of 1000 civilian complaints of alleged officer misconduct per year. Factual investigation and Department General Order-based resolution of civilian complaints of SFPD sworn officer misconduct remain OCC's "raison d'etre".

Based on OCC Annual and End-of-Year reports dating back to 1987, statistics show that OCC investigated approximately twice the number of allegations per year in 1997-1999 that it investigated per year in 1987-1996 (a total of 4554-4825 allegations each year during 1997-1999, compared to a total of 1999-3127 allegations during 1987-1996), and that OCC sustained roughly twice or more the number of allegations of misconduct in 1997-1999 (a total of 179-229) that it sustained in 1987-1989 (a total of 94-108) ("Allegations, By Number



and Category 1999-1987" and "Allegations, Sustained By OCC, By Number and Category 1999-1987", at pp. 57-58). Along with becoming better-staffed and better-funded over the years, the author of this report respectfully proposes that these increases in numbers of allegations identified and investigated, and in numbers of allegations sustained, reasonably may be taken, particularly where accompanied by other indicia of OCC effectiveness (e.g., an 80-84% sustained rate of OCC cases at Chief's level, and see discussion in Part II., above), to strongly suggest that OCC as an agency has become more professionally rigorous and successful in identifying, analyzing, investigating and making factual findings as to allegations of police misconduct. (See also, "OCC Special Report: Performance and Productivity As To Complaint Caseload", presented to SF Police Commission (7/21/99)).

Of the allegations sustained by OCC between 1987 and 1999, sustained Unnecessary Force allegations have risen and fallen across the years 1987-1992 (ranging from a high of 42 in 1988 to a low of 10 in 1990); promisingly, sustained Unnecessary Force allegations have stayed at between 4-13 per year, during 1993-1999. ("Allegations, Sustained By OCC...", p. 58) Likewise, sustained allegations of Discourtesy have remained relatively small but variable in number, with no identifiable pattern of increases or decreases; the low number is 4 sustained allegations of Discourtesy in 1988 and the high number is 21 allegations of Discourtesy sustained in 1991. Sustained



complaints of Racial/Sexual Slurs are rare (hopefully due to infrequency of occurrence, but, also, in the experience of OCC investigative and management staff, due in part to the difficulty of garnering confirming evidence as to a societally offensive behavior that often is alleged to have happened unwitnessed, or "one-on-one"); the high as to sustained Racial/Sexual Slur allegations was 5 in 1994; 0 sustained cases of Racial/Sexual Slurs were presented in 1987, 1988 and 1998. (*Allegations, Sustained By OCC...*", p. 58)

While, promisingly, sustained Unnecessary Force allegations have substantially decreased overall, between 1987 and 1999, and while, also promisingly, sustained Courtesy and Racial Slur allegations have remained relatively rare, as enumerated above, sustained allegations of Unwarranted Action, Conduct Reflecting Discredit and Neglect of Duty have increased steadily and substantially over the same 13 year-long period. (*"Allegations, Sustained By OCC..."* p. 58)

The range of sustained Unwarranted Action allegations during 1987-1999 increased from a low of 9 in 1989 to a high of 48 in 1999; the range of sustained Conduct Reflecting Discredit allegations during 1987-1999 increased from a low of 7 in 1987 to a high of 40 in 1999; the range of sustained Neglect of Duty allegations during 1987-1999 increased from a low of 20 in 1988 to a high of 127 in 1998.

Obviously, the above-summarized data are subject to numerous and varying interpretations. Although these comparative data derived



from most (13 of 17) of the total years of OCC's operations as of 1999, probably cannot or should not be offered confidently or categorically to establish any other specific proposition, these data underscore the important and continuing work and mission of the OCC.

These comparative data also emphasize the ongoing necessity of a close and positive working relationship between OCC and SFPD, including the full cooperation of SFPD members with OCC that is legally mandated by City Charter section 4.127 and SFPD DGO 2.04. Constructive responses to sustained complaints of misconduct, even if few in number, depends upon clear communication and harmonious working relationships, concerning a panoply of both officer discipline and policy/training issues, between OCC and SFPD.

OCC and SFPD must work together if the auspicious patterns of decrease in certain types of officer misconduct are to be preserved. To maintain the continuing drop in sustained Unnecessary Force allegations, and to assure that it means what it appears to mean, both individual complaints and patterns of complaints must be monitored and analyzed closely by both OCC and SFPD's MCD, Legal/RMO and command staff, to assure that the drop in sustained Unnecessary Force allegations does not mask an increase in sustained allegations of Unnecessary Force involving increasingly serious consequences (i.e., fewer sustained cases of Unnecessary Force, but involving escalating levels of wrongful force, resulting in death or serious



bodily injury, such as sustained cases of misconduct in conjunction with Officer-Involved Shootings). Similarly, to address those areas where both allegations and sustained allegations of officer misconduct have risen continuously and significantly over the 13-year period studied (i.e., Unwarranted Action; Conduct Reflecting Discredit; Neglect of Duty), and to maintain the hopeful trends of smaller numbers of certain other types of sustained misconduct (i.e., Discourtesy and Racial/Sexual Slurs), attentive monitoring and analysis of individual complaints and of patterns of complaints, by OCC and SFPD working together, remain obligatory parts of the OCC/SFPD relationship.

The brief glimpse at certain features of OCC and caseload statistics for 1987-1999 offered here points up the continuing need for OCC as a City agency. It also emphasizes the need for OCC and SFPD to regularly continue to think, have dialogue and do problem-solving together, if OCC is to be most effective in providing opportunities for SFPD and its members to learn the array of important lessons posed by the volume of factually investigated and legally resolved civilian complaints at the heart of OCC's work.

As the classic USA folk ballad frames it, OCC "has come a long, long way" since it began its work in a relatively small space in the Hall of Justice, under SFPD's physical and administrative wing, during 1982 and 1983. Given OCC's mission "...to achieve

accountability of every member of the San Francisco Police Department, in whatever rank, position and location, to all of the people in or of" the City and County of San Francisco (OCC Mission Statement, p. 39), it can safely be ventured that OCC as a municipal agency, and the strong model of civilian oversight of police that OCC epitomizes, continue to have "... a long, long way to go".

VI. LOOKING FORWARD: FY '00-'01 GOALS

As of Fiscal Year '00-'01 (starting on July 1, 2000), OCC joins all other City agencies in having to meet written, concrete performance-based goals to receive its share of City funds. OCC's specific written goals, submitted as part of OCC's proposed budget to the Mayor and Board of Supervisors for FY '00-'01, require:

- 1) compliance by OCC staff with the terms of an extant one-year statute of limitations in at least 90% of OCC's sustained cases,
- 2) reduction of OCC case backlog by a 10% annual increase in total closures (which seems all the more feasible when the fact of full staffing of OCC Investigator positions, and the 1997-1999 progressive accomplishment of a 30% overall increase in closures by OCC staff, are taken into account),
- 3) achievement of a 2/3 ratio as to charges tried or settled within 90 days of filing with the Police Commission against total



charges filed with the Commission (a goal that will obviously require Police Commission and SFPD cooperation in efficient presentation and resolution of charges from OCC cases), and, 4) achievement of a ratio of 2/3 as to policy and training recommendations accepted by SFPD or acted upon by the Police Commission within 180 days of public filing against the total number of recommendations filed (again, a goal that will obviously require Police Commission and SFPD cooperation).

The public, for which we all work in one sense or another, has had two primary criticisms of OCC over the years: that OCC is inefficient, and that OCC is unfair. Some SFPD members and their representatives and advocates also have voiced these criticisms on various occasions, over the years of OCC's operations. The above-recited goals, specifically set forth in OCC's budget for FY '00-'01, address both of those criticisms, the first directly, and the second by affirming that "justice delayed is justice denied". OCC must remain committed to both efficiency and fairness, not as polar values or as a paradox, but as two complementary principles to guide every action and decision.

OCC's success in meeting the goals set forth above undeniably depends upon the performances of OCC staff members. But, success in meeting these goals will be interdependent as well. OCC's ability to



meet its goals inescapably relies upon obedience by SFPD officers as to OCC's jurisdiction, timely response to notices of interviews and Member Response Forms (interrogatories), upon members' compliance with DGO 2.04 as ordered by the Chief of SFPD, and upon SFPD Management Control Division's investigation and enforcement of discipline where officers are noncompliant with OCC's rules and procedures, and, fundamentally, upon cooperation by SFPD command and legal staff and the SF Police Commission in accommodating and supporting OCC's investigations, and in acting promptly and decisively upon the sustained complaints and policy recommendations that OCC presents.

VII. CONCLUSION

In 1999, in sum, OCC accomplished: continuing full staffing and training of new investigators and administrative staff members; continuing implementation of a goal of 8-per-month case closures by each OCC Investigator, and other personnel accountability innovations; through fresh and experienced leadership of new Chief Investigator Donna Medley, and by the hard, dedicated work of Senior Investigators Charles Gallman, Dennis Maxson, administrative chief Linda Taylor, and OCC investigative and administrative



personnel, a 10% increase in case closures (for the third year in a row); an 80% (53/66) rate of SFPD Chief's-level affirmance of, and imposition of officer discipline based on, OCC sustained complaints; an 80% (12/15) rate of SFPD Management Control Division sustaining, and imposing officer discipline due to, OCC investigators' documented allegations of failure to cooperate against SFPD named and witness officers pursuant to DGO 2.04; 12 policy recommendations to SFPD and the Police Commission designed to improve SF policing; and, a myriad of other training, outreach, inter-agency and community service tasks.

During 1999, the Office of Citizen Complaints served its mission, the public and the police department of this City with dedication, efficiency, cooperation, reasoned advocacy and overarching professionalism. During 2000, this course of service and progress are pledged to continue.

Respectfully submitted,

Mary C. Dunlap
BY: Mary C. Dunlap, Director
Office of Citizen Complaints



INDEX TO ATTACHMENTS

Mission Statement of the OCC	39
Comprehensive Statistical Report (1999)	40
Comparative Overview of OCC Caseload	41
Investigative Hearings & Mediations	42
How Complaints Were Received	43
Complaints & Allegations By Unit (December 1999)	44
Complaints & Allegations By Unit (December 1998)	45
Complaints & Allegations By Unit (Fourth Quarter 1999)	46
Complaints & Allegations By Unit (Fourth Quarter 1998)	47
Complaints & Allegations By Unit (Annual, 1999)	48-49
Complaints & Allegations By Unit (Annual, 1998)	50-51
Findings in Allegations Closed (1999)	52-53
Allegations by Percentage (1999)	54
Allegations by Percentage (1998)	55
All Cases Received & Closed in 1999	56
Allegations, By Number and Category (1999-1987)	57
Allegations, Sustained By OCC, By Number and Category ('99-'87)	58
OCC Complainants, ...Demographic Characteristics... (1999)	59
Sustained Cases 1994-1999	60-71
Policy Recommendations (1999)	72-85
Definitions of Allegations & Findings	86
SFPD District Map	87



MISSION STATEMENT OF THE OFFICE OF CITIZEN COMPLAINTS

The Office of Citizen Complaints ("the O.C.C.") was founded by the people of the City and County of San Francisco in the year 1983. By means of a popular vote strongly affirming a ballot measure, the O.C.C. was born. The highest purpose, essence and meaning of the O.C.C. is and has always been to achieve accountability of every member of the San Francisco Police Department, in each and every rank, position and location, to all of the people in or of this City and County.

San Francisco is a special city, one to which the world looks for inspiration, ethical guidance and humanitarian models in addressing problems both contemporary and chronic. Whether it is a matter of finding the best medical, emotional, legal and moral prototypes for the care and support of people with AIDS, HIV-positive people, and their loved ones, or locating the most expert methods for maintaining civil order during and after devastating earthquakes, or learning how most effectively to diversify local government to serve and reflect the multicultural human rainbow, or doing formative work on a host of other persistent problems affecting health, safety, welfare and the environment, San Francisco is a leader in our region, state, nation and in the world. In accomplishing civilian review and oversight, prevention, deterrence, and discipline, as to police brutality, inequality of enforcement, and in the challenge of overcoming police misconduct, San Francisco is looked to as a leader, and San Francisco must become a better leader.

But how shall we do this? Every person working at the O.C.C. can make a crucial difference. Every individual who works at the O.C.C., paid or volunteer, temporary or permanent, regardless of job title, position, level of experience, political beliefs or personal identity, must be dedicated and re-dedicated to meeting certain standards. These are:

- (1.) To show to every person who has business with the O.C.C. the utmost courtesy, respect, and understanding of their situation;
- (2.) To realize that an honest, just, effective and duly restrained police force is instrumental to civic peace;
- (3.) To realize that the responsibilities of the O.C.C. in achieving an honest, just, effective and duly restrained police force serve a sacred public trust; and, to make choices and decisions harmonious with that public trust, based on fairness and truth, and never upon partisanship or sentiment, as to each complaint presented, and as to each problem encountered;
- (4.) To appreciate that the work of the O.C.C. will be unwelcome, unpopular and misunderstood among some, and not to be deterred or distracted by those reactions, but rather to stay focussed on the central and justifying mission of the Office of Citizen Complaints, namely, to achieve accountability of every member of the San Francisco Police Department, in whatever rank, position and location, to all of the people in or of this City and County.

By: Mary C. Dunlap, Director (7/29/96)



OFFICE OF CITIZEN COMPLAINTS:
COMPREHENSIVE STATISTICAL REPORT
 01/01/99 TO 12/31/99

	1ST QUARTER TOTAL	2ND QUARTER TOTAL	3RD QUARTER TOTAL	October 1999	November 1999	December 1999	YTD TOTAL
Number of Cases Received	267	258	286	73	90	100	1074
Total Mergers/Voids 1999	15	6	4	0	1	1	27
Adjusted No. of Cases Received	252	252	282	73	89	99	1047
Total Mergers/Voids 1998	6	6	7	2	3	0	24
Number of 1996 Cases Closed	0	0	1	0	0	0	1
Number of 1997 Cases Closed	18	24	17	9	2	7	77
Number of 1998 Cases Closed	131	129	92	19	18	33	422
Number of 1999 Cases Closed	56	144	176	67	65	115	623
Total Number of Cases Closed	205	297	286	95	85	195	1123
Number of 1996 Cases Pending	2	2	1	1	1	1	1
Number of 1997 Cases Pending	62	38	21	21	12	10	75
Number of 1998 Cases Pending	337	202	112	112	93	75	75
Number of 1999 Cases Pending	195	304	410	413	438	423	423
Total Number of Cases Pending	596	546	544	547	544	509	509
Total Info. Only 1999	25	33	18	1	5	14	96
Total Info. Only 1998	15	8	13	7	3	6	52
Number of Cases Sustained	14	19	28	6	4	28	99

**OFFICE OF CITIZEN COMPLAINTS:
COMPARATIVE OVERVIEW OF O.C.C. CASELOAD, '99 - '98 - '97**

		YEAR 1999	YEAR 1998	YEAR 1997
Complaints Filed	YTD TOTAL	1074	1057	1123
	1st Quarter Total	267	276	287
	2nd Quarter Total	258	289	260
	3rd Quarter Total	286	253	281
October		73	96	118
November		90	81	77
December		100	62	100
Cases Closed	YTD TOTAL	1123	1043	979
	1st Quarter Total	205	230	217
	2nd Quarter Total	297	286	311
	3rd Quarter Total	286	297	262
October		95	67	74
November		85	67	48
December		155	96	67
Cases Pending	January	577	600	480
	February	562	597	496
	March	596	614	515
	April	585	607	462
	May	495	612	469
	June	546	610	464
	July	547	589	457
	August	540	583	440
	September	542	556	475
	October	547	583	516
	November	544	590	545
	December	509	556	575
Sustained Cases	YTD TOTAL	99	108	101
	1st Quarter Total	14	21	10
	2nd Quarter Total	19	38	37
	3rd Quarter Total	28	28	28
October		6	3	6
November		4	4	5
December		28	14	15

OFFICE OF CITIZEN COMPLAINTS:
INVESTIGATIVE HEARING REQUESTS

01/01/1999 TO 12/31/1999

	FIRST QUARTER	SECOND QUARTER	THIRD QUARTER	OCTOBER 1998	NOVEMBER 1999	DECEMBER 1999	YTD TOTAL
Number of Requests	23	43	23	5	6	6	107
Number of Hearing(s) Granted	1	6	2	1	1	0	11
Number of Requests Denied	16	36	19	6	3	7	87
Number of Requests Pending Hearing(s)*	9	n/a	n/a	1	3	4	n/a
Number of Hearings Held	2	7	0	1	0	0	10

* Action specified may reflect hearings granted in previous months.

MEDIATION REPORT

01/01/1999 TO 12/31/1999

	FIRST QUARTER	SECOND QUARTER	THIRD QUARTER	OCTOBER 1998	NOVEMBER 1999	DECEMBER 1999	YTD TOTAL
Number of New Eligible Cases	1	25	12	4	9	2	53
Number Refused by Complainant *	0	1	9	5	0	2	17
Number Refused by Officer *	0	0	0	2	1	1	4
Number of Cases Pending Mediation *	1	n/a	n/a	11	15	16	n/a
Number of Cases Mediated *	0	1	2	1	1	1	6

* Action specified may reflect hearings granted in previous months.



OFFICE OF CITIZEN COMPLAINTS:

HOW COMPLAINTS WERE RECEIVED

01/01/1999 TO 12/31/1999

MONTH	IN PERSON	PHONE	MAIL	SFPD	OTHER	TOTALS
January	30	31	17	4	20	102
February	15	18	14	5	7	59
March	43	20	22	4	17	106
TOTAL 1ST QUARTER	88	69	53	13	44	267
April	24	31	18	6	10	89
May	35	18	23	5	13	94
June	26	23	13	2	11	75
TOTAL 2ND QUARTER	85	72	54	13	34	258
July	30	21	29	4	14	98
August	23	17	20	4	29	93
September	22	28	21	7	17	95
TOTAL 3RD QUARTER	75	66	70	15	60	286
October	23	27	13	5	5	73
November	31	22	24	9	4	90
December	32	29	21	5	13	100
TOTAL 4TH QUARTER	86	78	58	19	22	263
YEAR TO DATE TOTAL	334	285	235	60	160	1074



OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT, DECEMBER 1999
12/01/1999 TO 12/31/1999

ALLEGATION NUMBERS

UNIT	ALLEGATION NUMBERS										Training Failure Allegations	Total Officers
	Complaint Count	Force Action	Unnecessary Action	Unwanted Discredit	Neglect of Duty	Racial Slur	Sexual Slur	Discourtesy Procedure	Policy	Total Allegations		
=Unknown Assignment												
1J-Tenderlon Task Force	53	6	33	20	29	0	0	13	0	0	0	58
3A-Central Station	2	4	4	2	2	1	0	0	0	0	0	4
3B-Southern Station	4	0	3	2	0	0	0	3	0	0	0	5
3C-Bayview Station	5	1	10	2	3	0	0	3	0	0	0	6
3D-Mission Station	6	0	3	8	4	0	0	1	0	0	0	7
3E-Northern Station	11	6	13	10	14	1	0	5	0	0	0	16
3F-Park Station	7	0	9	6	3	0	0	3	0	0	0	7
3G-Richmond Station	3	1	3	1	0	0	0	1	0	0	0	9
3H-Inglewood Station	7	4	12	9	5	1	0	4	0	0	0	10
3I-Taraval Station	4	0	9	6	7	0	0	0	0	0	0	7
4A-Traffic Administra	1	0	0	1	1	0	0	0	0	0	0	1
4B-Solo Motorcycle	1	0	0	0	1	0	0	1	0	0	0	2
4K-Special Motorcycle	3	0	4	0	0	0	0	1	0	0	0	3
4T-Headquarters Compa	2	0	2	4	0	0	0	0	0	0	0	5
5A-Night Investigatio	1	0	4	2	4	0	0	0	0	0	0	7
5N-Narcotics	2	3	0	3	2	0	0	3	0	0	0	3
TOTAL	117	25	112	78	81	3	1	41	0	0	0	141



OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT, DECEMBER 1998
12/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Conduct						Training			Total Allegations Officers
	Complaint Count	Unnecessary Action	Unwarranted Force	Reflecting Discredit	Racial Slur	Sexual Slur	Dishonesty	Procedure	Policy	
a-Unknown Assignment	22	2	13	7	0	0	6	0	0	35
1J-Tenderloin Task Force	7	4	11	5	4	0	4	0	0	27
3A-Central Station	3	0	6	3	2	0	0	0	0	12
3B-Southern Station	3	1	18	10	0	0	2	0	0	4
3C-Bayview Station	4	3	6	5	3	0	2	0	0	7
3D-Mission Station	8	3	3	7	7	0	3	0	0	6
3E-Northern Station	5	3	5	1	4	0	0	1	0	23
3F-Park Station	4	5	3	4	5	0	3	0	0	10
3G-Richmond Station	1	0	0	2	0	0	0	0	0	8
3H-Ingleside Station	1	1	5	1	1	0	0	0	0	2
3I-Taraval Station	3	0	5	2	1	0	0	0	0	6
Muni Transit Company	4	1	10	3	2	0	0	0	0	4
3T-Crime Suppression Unit	2	0	1	2	0	0	0	0	0	6
3U-Field Operations HQ	2	0	0	3	1	0	0	0	0	2
3Y-Tactical/Honda	1	0	0	2	0	0	0	0	0	1
4C-E & Staff	3	0	0	1	4	0	0	0	0	2
4T-Headquarters Company	1	6	1	0	0	1	0	0	0	3
5D-Burglary	1	0	0	0	1	0	0	0	0	1
5U-Investigations HQ	2	0	0	2	0	0	0	0	0	2
AB-Airport Bureau	1	0	0	0	4	0	0	0	0	2
10-Info only (Referral)	2	0	1	0	1	0	0	0	0	0
10-Info only	2	0	1	0	1	0	0	0	0	0
TOTAL	82	23	69	60	48	1	0	22	0	108



OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT - Fourth Quarter, 1999
 10/01/1999 TO 12/31/1999

ALLEGATION NUMBERS

UNIT	Complaint Count	Conduct						Sexual Harassment			Training Failure			Total Allegations Officers	
		Unnecessary Force	Unwarranted Action	Reflecting Discredit	Neglect of Duty	Racial Slur	Sexual Slur	Discourtesy	Procedure	Policy	Failure	Training	Total Allegations	Total Officers	
=Unknown Assignment	133	24	103	74	80	2	0	31	0	0	0	0	314	152	
1J-Tenderlon Task Force	13	13	21	11	20	1	0	3	0	0	0	0	69	21	
1T-Academy/Range Staff	1	1	4	1	0	0	0	0	0	0	0	0	6	1	
3A-Central Station	11	4	7	5	13	0	0	4	0	0	0	0	33	12	
3B-Southern Station	20	2	46	19	13	0	0	8	0	0	0	0	88	25	
3C-Bayview Station	19	10	26	14	32	0	0	7	0	0	0	0	89	32	
3D-Mission Station	21	8	32	22	32	1	0	8	0	0	0	0	103	30	
3E-Northern Station	14	9	31	9	8	1	0	3	0	0	0	0	61	23	
3F-Park Station	17	10	35	21	10	0	0	8	0	0	0	0	84	27	
3G-Richmond Station	10	3	20	10	2	0	0	3	0	0	0	0	38	14	
3H-Inglewood Station	13	5	16	16	1	0	0	5	0	0	0	0	48	15	
3I-Taraval Station	13	1	26	17	15	0	0	3	0	0	0	0	62	21	
3P-Night Operations	1	1	1	1	0	0	0	0	0	0	0	0	3	1	
3T-Crime Suppression U	1	0	0	0	0	0	0	1	0	0	0	0	0	2	
3U-Field Operations H	1	0	2	2	2	0	0	0	0	0	0	0	0	6	
3Y-Tactical/Honda	1	0	2	1	0	0	0	0	1	0	0	0	0	4	
4A-Traffic Administra	1	0	0	1	1	0	0	0	0	0	0	0	0	2	
4B-Solo Motorcycle	4	1	2	3	5	0	0	3	0	0	0	0	14	4	
4C-E & Staff	1	0	1	1	0	0	0	0	0	0	0	0	0	1	
4K-Special Motorcycle	4	0	6	1	0	0	0	1	0	0	0	0	8	4	
Muni Transit Company	3	0	6	2	1	0	0	0	0	0	0	0	9	4	
4T-Headquarters Compa	4	0	2	4	6	0	1	2	0	0	0	0	15	4	
5a-Night Investigatio	1	0	4	2	4	0	0	0	0	0	0	0	10	2	
5l-Sex Crimes	1	0	0	0	1	0	0	0	0	0	0	0	1	1	
5N-Narcotics	5	4	11	6	7	0	1	3	0	0	0	0	32	7	
5T-Juvenile	1	0	1	2	0	0	0	0	0	0	0	0	3	1	
5V-Vice Crimes/Prostitution	1	0	0	1	0	0	0	0	0	0	0	0	1	1	
AB-Airport Bureau	3	0	2	3	1	0	0	2	0	0	0	0	8	2	
IO1-Info only (Referral)	2	0	1	0	1	0	0	0	0	0	0	0	2	0	
TOTAL	320	96	408	250	259	6	2	96	0	0	0	0	1117	410	



OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT - FOURTH QUARTER, 1998
 10/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Count	Force Action	Conduct				Training				Total Allegations	Total Officers
			Unnecessary Force	Unwarranted Action	Reflecting Discredit	Racial Slur	Sexual Slur	Discourtesy	Procedure	Policy Failure		
=Unknown Assignment	92	28	81	45	55	1	0	23	0	0	233	117
1J -Tenderloin Task Force	19	14	42	15	11	3	2	7	0	0	94	28
3A -Central Station	15	3	17	14	15	0	0	5	0	0	54	21
3B -Southern Station	18	7	40	24	25	2	0	8	0	0	106	28
1C -Boyelow Station	13	7	25	9	10	0	0	9	0	0	60	21
3D -Mission Station	19	7	30	14	20	0	0	10	0	0	81	24
3E -Northern Station	15	14	28	5	11	1	0	4	0	0	63	28
3F -Park Station	17	9	35	16	16	2	0	9	0	0	87	24
3G -Richmond Station	6	0	3	5	2	0	0	2	0	0	12	8
3H -Ingleside Station	12	8	39	5	9	0	1	5	0	0	67	14
3I-Taraval Station	11	2	38	9	10	0	0	1	0	0	60	17
3M -Muni Transit Divis	3	0	2	2	1	0	0	2	0	0	7	3
3T -Crime Suppression Unit	2	0	1	2	0	0	0	0	0	0	3	2
3U -Field Operations HQ	3	1	0	3	1	0	0	0	0	0	5	3
3Y -Tactical/Honda	1	0	0	2	0	0	0	0	0	0	2	1
4B -Solo Motorcycle	1	1	0	1	2	0	0	0	0	0	4	1
4C -E & I Staff	7	0	1	2	5	1	0	4	0	0	13	7
Muni Transit Company	4	1	5	4	1	0	0	2	0	0	13	3
4T -Headquarters Company	6	1	14	4	1	1	0	1	0	0	22	9
5A -Night Investigation	2	0	8	0	7	0	0	1	0	0	16	3
5D -Burglary	1	*	0	0	1	0	0	0	0	0	1	1
5G -General Works	2	0	0	2	1	0	0	0	0	0	3	2
5I -Sex Crimes	1	0	0	2	0	0	0	0	0	0	2	1
5U -Investigations HQ	2	0	0	2	0	0	0	0	0	0	2	2
5V -Vice Crimes/Prostitution	2	2	5	2	1	0	0	2	0	0	12	3
AB -Airport Bureau	6	0	3	4	5	0	0	2	0	0	14	6
1O1-Airport only (Referral)	13	2	4	7	8	0	0	4	0	0	25	0
1O2-Info only	6	0	4	0	2	0	0	0	0	0	6	0
TOTAL	299	187	425	200	220	11	3	101	0	0	1067	377



OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT, ANNUAL 1999
 01/01/1999 TO 12/31/1999

ALLEGATION NUMBERS

UNIT	Complaint Count	Conduct			Sexual Harassment			Training			Total Allegations			Officers
		Unnecessary Force	Unwarranted Action	Reflecting Discreditable	Racial Slur	Sexual Slur	Disrespectful	Procedure	Policy	Failure	Training	Allegations	Total Officers	
=Unknown Assignment	463	81	315	199	238	4	3	79	9	1	0	929	547	
1A -Chief's Office	1	0	0	0	1	0	0	1	0	0	0	0	2	1
11 -Internal Affairs	1	0	0	0	1	0	0	0	0	0	0	0	1	1
1J -Tenderloin Task Force	66	49	130	66	97	8	3	20	0	0	0	373	62	
1S -Academy Recruits	1	1	0	1	0	0	0	1	0	0	0	3	1	
1T -Academy/Ranger Staff	2	2	5	1	0	0	0	0	0	0	0	8	2	
1V -Planning & Research	2	0	2	1	0	0	0	0	0	0	0	0	3	2
2C -Crime Lab	1	1	0	0	0	0	0	0	0	0	0	0	1	1
2G -Permits	4	2	2	1	3	0	0	2	0	0	0	10	5	
2U -Support Services H	6	4	2	4	4	0	0	2	0	0	0	0	16	4
3A -Central Station	75	28	82	64	62	2	2	21	0	0	0	261	70	
3B -Southern Station	84	25	134	80	70	3	4	33	0	0	0	349	74	
3C -Bayview Station	73	20	127	65	72	0	2	26	0	0	0	312	88	
3D -Mission Station	83	23	186	88	96	6	2	26	0	0	0	427	81	
3E -Northern Station	76	34	123	49	66	2	2	20	0	0	0	296	78	
3F -Park Station	52	23	105	42	47	0	0	17	0	0	0	234	53	
3G -Richmond Station	47	8	119	44	42	0	0	17	0	0	0	230	48	
3H -Ingleside Station	57	25	117	54	57	2	0	34	0	0	0	289	65	
3I -Taraval Station	73	26	132	87	80	4	1	32	0	0	0	362	70	
3M -Muni Transit Divis	2	0	1	0	6	0	0	1	0	0	0	8	4	
3P -Night Operations	3	1	17	2	5	0	0	1	0	0	0	26	5	
3T -Crime Suppression U	1	0	0	1	0	0	0	1	0	0	0	2	1	
3U -Field Operations H	12	9	13	5	11	0	0	2	0	0	0	40	16	
3X -Mountaineer Unit	7	0	5	3	3	0	0	2	0	0	0	13	8	
3Y -Tactical/Honda	1	0	2	1	0	0	0	1	0	0	0	4	1	
4A -Traffic Administra	3	0	2	1	1	0	0	1	0	0	0	5	2	
4B -Solo Motorcycle	10	2	4	7	9	0	0	3	0	0	0	25	10	
4C -E & Staff	26	4	28	20	11	1	0	12	0	0	0	76	26	
4K -Special Motorcycle	6	0	7	3	2	0	0	1	0	0	0	13	5	
Mun Transit Company	12	0	16	11	9	0	0	3	0	0	0	39	14	
4T -Headquarters Compa	10	12	13	9	0	1	0	0	0	0	0	37	12	

UNIT	Complaint Count	Unnecessary Force	Unwarranted Action	Conduct Reflecting Discredit	Neglect of Duty	Racial Slur	Sexual Slur	Disrespect	Procedure	Policy	Training Failure	Total Allegations	Total Officers
5A -Night Investigation	4	0	5	4	7	0	0	0	0	0	0	16	5
5B -Hit & Run	1	0	4	2	0	0	0	0	0	0	0	6	2
5C -Auto	2	0	2	4	2	0	0	2	0	0	0	11	2
5D -Burglary	3	0	5	1	2	0	0	0	0	0	0	8	3
5E -Fencing	1	0	4	0	1	0	0	0	0	0	0	5	1
5F -Fraud	1	0	0	0	1	0	0	0	0	0	0	1	1
5G -General Works	2	0	2	3	1	0	0	0	0	0	0	6	1
5H -Homicide	2	0	2	2	2	0	0	1	0	0	0	7	1
5I -Sex Crimes	3	0	0	4	0	0	0	0	0	0	0	4	3
5N -Narcotics	21	11	47	23	36	2	1	11	0	0	0	131	26
5S -S Squad	1	0	2	0	1	0	0	0	0	0	0	3	1
5T -Juvenile	2	0	1	5	1	0	0	0	0	0	0	7	2
5U -Investigations HQ	11	1	12	7	7	0	0	0	2	0	0	29	10
5V -Vice Crimes/Prostitution	9	5	21	18	11	0	0	2	0	0	0	57	15
AB -Airport Bureau	11	0	13	11	2	0	0	3	0	0	0	29	10
(C1-Info only /Referral)	26	8	12	7	8	0	2	0	0	0	0	39	0
(C2-Info only)	11	0	6	2	6	0	0	0	0	0	0	14	0
TOTAL	1371	393	1826	1002	1094	35	23	384	9	1	0	4767	1440



**OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
01/01/1998 TO 12/31/1998**

ALLEGATION NUMBERS

UNIT	Conduct						Training			Total		
	Complaint Count		Unnecessary Force	Unwarranted Action	Reflecting Discredit of Duty	Racial Slur	Sexual Slur	Discourtesy	Procedure	Policy Failure	Allegations	Total Officers
	Count	Force										
=Unlinked Assignment	393	115	280	167	227	11	8	89	4	0	0	911
1J -Tenderloin Task Force	69	57	171	65	68	4	9	19	0	0	0	393
1Q -Personnel Staff	1	0	0	1	0	0	0	0	0	0	0	1
1V -Planning & Research	1	0	0	0	0	0	0	0	1	0	0	1
1Z -Housing Police	3	0	5	0	0	1	0	0	2	0	0	8
2F -Records Section	1	0	0	1	0	0	0	0	0	0	0	1
2G -Permits	1	0	1	0	0	0	0	0	0	0	0	2
2U -Support Services HQ	2	0	0	2	0	0	0	1	0	0	0	2
3A -Central Station	57	13	65	42	42	0	2	18	0	0	0	182
3B -Southern Station	78	26	142	61	79	2	0	31	0	0	0	341
3C -Bayview Station	75	24	144	76	59	1	0	23	0	0	0	327
3D -Mission Station	79	35	138	82	80	0	1	34	0	0	0	370
3E -Northern Station	87	46	136	61	95	6	2	47	0	0	0	393
3F -Park Station	59	22	100	40	47	3	0	20	0	0	0	232
3G -Richmond Station	45	19	56	37	43	1	2	36	0	0	0	194
3H -Ingleside Station	53	28	136	38	42	0	3	22	0	0	0	269
3I -Taraval Station	56	44	120	70	51	1	2	14	0	0	0	272
Muni Transit Company	23	4	25	17	8	0	0	10	0	0	0	64
3T -Crime Suppression Unit	3	0	1	2	0	0	0	1	0	0	0	4
3U -Field Operations HQ	9	1	14	6	6	0	0	2	0	0	0	29
3X -Mounted Unit	2	0	4	1	0	0	0	1	0	0	0	6
3Y -Tactical/Honda	7	3	5	7	4	1	0	1	0	0	0	21
4A -Traffic Administration	1	0	0	0	0	0	0	0	0	0	0	3
4B -Solo Motorcycle	9	1	4	7	4	0	0	2	0	0	0	8
4C -E & I Staff	8	0	1	3	5	1	0	4	0	0	0	14
4K -Special Motorcycle	3	0	3	0	1	0	0	1	0	0	0	5

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OFFICE OF CITIZEN COMPLAINTS:
COMPLAINTS AND ALLEGATIONS BY UNIT
 01/01/1998 TO 12/31/1998

ALLEGATION NUMBERS

UNIT	Complaint Count		Unnecessary Force		Unwarrented Action		Conduct Discredit		Reflecting Duty		Neglect Slur		Sexual Slur		Discourtesy		Procedure		Policy Failure		Training		Total Allegations		Total Officers			
	Count	Action	Count	Force	Count	Discredit	Count	Duty	Count	Reflecting	Count	Neglect	Count	Racial Slur	Count	Sexual Slur	Count	Discourtesy	Count	Procedure	Count	Policy Failure	Count	Training	Count	Total Allegations	Count	Total Officers
4T -Headquarters Company	25	10	43	16	12	1	0	9	0	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	31
5A -Night Investigation	5	0	15	0	9	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27
5C -Auto	2	0	2	1	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
5D -Burglary	2	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
5F -Fraud	1	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
5G -General/Works	10	0	3	8	6	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
5H -Homicide	3	0	0	1	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
5I -Sex Crimes	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
5N -Narcotics	7	3	13	2	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7
5T -Juvenile	4	1	5	3	5	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
5U -Investigations HQ	6	1	5	6	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9
5V -Vice Crime/Prostitution	17	9	54	14	8	0	0	5	0	0	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	16
AB -Airport Bureau	17	3	23	16	11	3	0	6	0	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	14
IO1-Info only (Referral)	47	7	19	22	33	2	0	13	0	13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
IO2-Info only	26	1	15	11	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1298	443	1760	891	965	38	29	424	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4554	1340

1980-1981
1981-1982

1982-1983
1983-1984

1984-1985
1985-1986

1986-1987
1987-1988

1988-1989
1989-1990

1990-1991
1991-1992

1992-1993
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1998-1999
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2000-2001
2001-2002

2002-2003
2003-2004

2004-2005
2005-2006

2006-2007
2007-2008

2008-2009
2009-2010

OFFICE OF CITIZEN COMPLAINTS:
FINDINGS IN ALLEGATIONS CLOSED
 01/01/1999 TO 12/31/1999

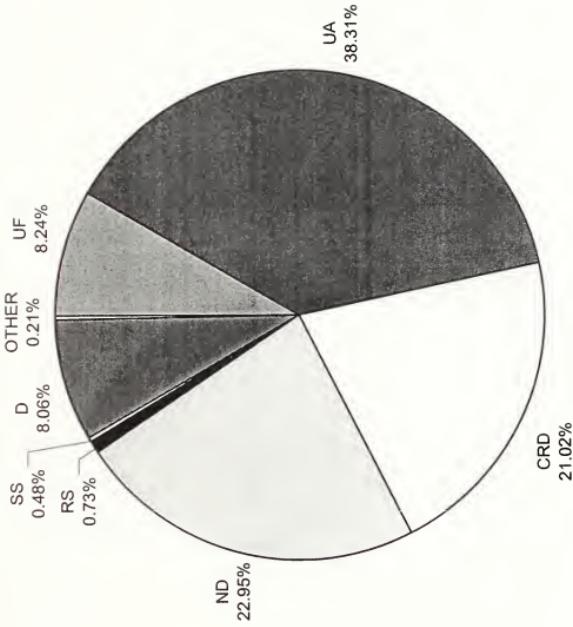
		POLICY TRAINING										
		UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	REC.	FAILURE	TOTAL
SUSTAINED		---	8	2	12	0	0	1	23	2	0	25
1ST QUARTER TOTAL		0	5	6	8	17	0	4	40	0	0	40
2ND QUARTER TOTAL		5	12	14	22	0	1	5	61	0	4	65
3RD QUARTER TOTAL		7	0	2	1	6	0	3	12	0	0	12
October												
November										15	0	15
December										72	0	72
YTD TOTAL		13	48	40	101	0	2	19	223	2	4	229
NOT SUSTAINED		UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	REC.	FAILURE	TOTAL
1ST QUARTER TOTAL		49	103	138	95	7	3	58	453	0	0	453
2ND QUARTER TOTAL		72	160	144	176	7	11	69	639	0	0	639
3RD QUARTER TOTAL		108	202	192	139	10	8	75	734	0	0	734
October		25	68	64	48	4	2	36	247	1	0	248
November		37	83	67	67	4	2	39	299	0	0	299
December		65	142	112	126	7	4	48	504	1	0	505
YTD TOTAL		356	758	717	651	39	30	325	2876	2	0	2878
UNFOUNDED		UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	REC.	FAILURE	TOTAL
1ST QUARTER TOTAL		1	5	6	2	2	0	1	17	0	0	17
2ND QUARTER TOTAL		8	28	18	18	4	0	2	78	0	0	78
3RD QUARTER TOTAL		5	11	11	27	0	0	4	58	0	0	58
October										15	0	15
November										0	0	0
December										11	0	11
YTD TOTAL		18	64	44	60	7	0	10	203	0	0	203



OFFICE OF CITIZEN COMPLAINTS:
FINDINGS IN ALLEGATIONS CLOSED
 01/01/1999 TO 12/31/1999

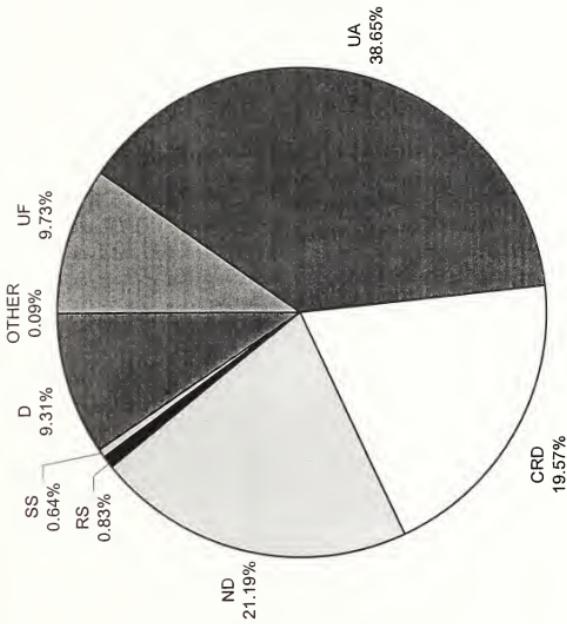
PROPER CONDUCT	UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	POLICY TRAINING			TOTAL
									REC.	FAILURE		
1ST QUARTER TOTAL	9	133	11	39	0	0	1	193	0	0		193
2ND QUARTER TOTAL	20	206	19	35	27	0	3	310	0	0		310
3RD QUARTER TOTAL	10	242	16	85	0	0	2	355	0	0		355
October	11	75	15	13	0	1	1	116	0	0		116
November	2	56	5	23	0	0	2	88	0	0		88
December	3	157	11	56	0	0	0	227	1	0		228
YTD TOTAL	55	869	77	251	27	1	9	1289	1	0		1290
NO FINDING	---	---	---	---	---	---	---	---	---	---	---	---
WITHDRAWN	UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	POLICY TRAINING			TOTAL
									REC.	FAILURE		
1ST QUARTER TOTAL	3	8	8	1	0	0	3	23	0	0		23
2ND QUARTER TOTAL	8	26	22	20	1	0	9	86	0	0		86
3RD QUARTER TOTAL	12	48	17	18	0	0	7	102	0	0		102
October	3	2	6	9	0	0	3	23	0	0		23
November	6	4	0	5	0	0	5	20	0	0		20
December	3	41	7	12	0	0	9	72	0	0		72
YTD TOTAL	35	129	60	65	1	0	36	326	0	0		326
WITHDRAWN	---	---	---	---	---	---	---	---	---	---	---	---
WITHDRAWN	UF	UA	CRD	ND	RS	SS	D	SUBTOTAL	POLICY TRAINING			TOTAL
									REC.	FAILURE		
1ST QUARTER TOTAL	1	2	5	4	0	0	2	14	0	0		14
2ND QUARTER TOTAL	2	6	8	13	0	0	4	33	0	0		33
3RD QUARTER TOTAL	6	20	8	8	0	0	3	45	0	0		45
October	2	1	3	2	0	0	1	9	0	0		9
November	0	3	0	1	0	0	2	6	0	0		6
December	1	7	1	6	0	0	2	17	0	0		17
YTD TOTAL	12	39	25	34	0	0	14	124	0	0		124

ALLEGATIONS BY PERCENTAGE - 1999



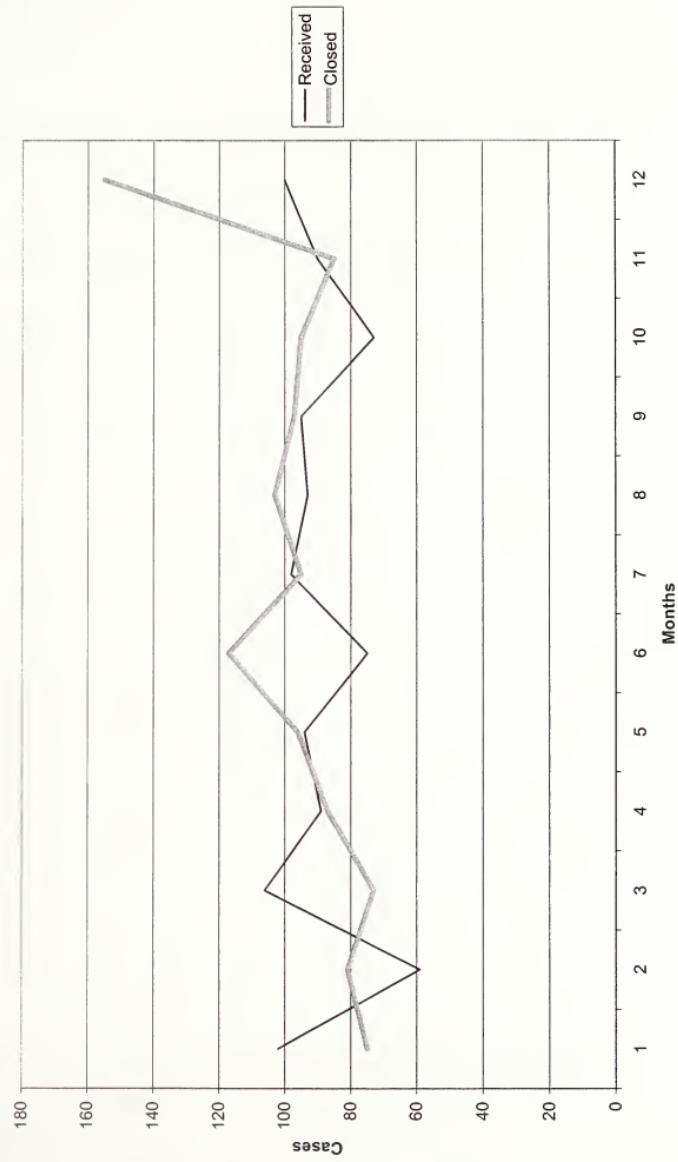


ALLEGATIONS BY PERCENTAGE - 1998





All Cases Received and Closed in 1999



ALLEGATIONS, BY NUMBER AND CATEGORY 1999-1987

Year:	Total	UF Unnecessary Force	UA Unwarranted Action	CRD Conduct Reflecting Discredit	ND Neglect of Duty	RS/SS Racial/ Sexual Slurs	D Dis- courtesy	O Other
1999	4767	393	1826	1002	1094	58	384	10
1998	4554	443	1760	891	965	67	424	4
1997	4825	558	1885	837	1089	70	379	7
1996	2877	343	1126	429	673	47	241	18
1995	2701	406	955	486	617	56	165	16
1994	2710	399	1050	357	570	59	249	26
1993	2457	389	879	333	527	57	253	19
1992	2335	370	870	243	515	32	279	26
1991	3127	575	1133	313	692	57	357	--
1990	2468	479	800	274	531	48	279	23
1989	2517	528	806	195	412	40	323	29
1988	1999	381	732	121	321	52	245	24
1987	2575	502	836	169	455	58	404	37

(Source of Data: OCC Annual and End-of-Year Reports, 1987-1999)

**ALLEGATIONS, SUSTAINED BY OCC,
BY NUMBER AND CATEGORY 1999-1987**

Year:	Total	UF Unnecessary Force	UA Unwarranted Action	CRD Conduct Reflecting Discredit	ND Neglect of Duty	RS/SS Racial/ Sexual Slurs	D Dis- courtesy	O Other
1999	229	13	48	40	101	2	19	6
1998	222	9	47	19	127	0	12	8
1997	179	7	34	15	93	3	14	13
1996	-----	incomplete data available				-----		
1995	99	7	26	9	43	3	6	5
1994	99	7	17	16	32	5	8	13
1993	88	4	12	16	38	2	8	8
1992	153	12	29	21	63	3	12	13
1991	169	30	19	11	69	2	21	17
1990	185	10	38	22	75	6	16	18
1989	94	11	9	15	50	3	6	0
1988	108	42	13	18	20	0	4	11
1987	98	26	22	7	24	0	19	0

(Source of Data: OCC Annual and End-of-Year Reports, 1987-1999)



**OCC COMPLAINANTS, BY SELECTED DEMOGRAPHIC
CHARACTERISTICS: 1999**

	Number:	Percent:
Named Individuals	1119	98%
Anonymous Complainants	20	2%
Organizational Comps.	2	<1%
Total Complainants	1141	100%

GENDER & GENDER IDENTITY

Male	699	62%
Female	364	33%
Transgender*	1	<1%
Blank/Declined to State	55	5%

RACE & ETHNICITY**

Caucasian/White	370	33%
African-American	349	31%
Asian-American & Pacific Islander	79	7%
Hispanic/Latino(a)	114	10%
Native American	8	<1%
Middle Eastern/Arab***	17	2%
"Multiracial"***	5	<1%
Blank/Declined to State	177	16%

AGE

1-13 (by an adult)	0	0%
14-16	9	1%
17-19	27	2%
20-30	246	22%
31-40	269	24%
41-50	256	23%
51-60	110	10%
61-70	36	3%
71-80	14	1%
over 80	3	<1%
Blank/Declined to State	149	13%

Disabled****	40	4%
Homeless****	17	2%

* OCC served a number of transgender persons in 1999; of this number, one (1) transgender person elected to self-designate on the OCC complaint form.

** All designated races were enumerated for each complainant.

*** These racial designations were enumerated separately, starting in 1998, due to complainants' self-designations in these categories.

**** OCC served a number of disabled persons and of homeless persons in 1999; of those numbers, forty (40) disabled persons and seventeen (17) homeless persons chose to self-designate on their OCC complaint forms.



SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
1	D.RS	01/01/94	08/26/94	06/20/95	Dismissed by Police Commission	
2	SS	01/12/94	03/15/94	06/19/95	Not Sustained	
2	Policy	01/18/94	Nov-94	--	Policy Recommendation	
1	UA / 2	01/19/94	08/26/94	09/14/95	NSx2/Chef's Hearing/Policy Failure	
3	UA / UA	01/21/94	03/20/95	05/22/95	Proper Conduct by Chief	
3	UF	01/28/94	08/22/94	05/22/95	Sustained/Member Terminated	
1	POLICY FAILURE	02/07/94	Aug-94	--	Policy Recommendation	
1	POL. FAILURE(ND=NS)	02/08/94	09/16/94	11/28/94	IHO Decision NS..Policy Failure	
1	CRD	02/23/94	11/28/94	06/20/95	Sustained - Admonished	
3	CRD / 2	02/26/94	10/25/94	05/30/95	Sustained - Referred to CO	
9	ND/ND	02/25/94	05/25/95	01/26/96	Sustained - Admonished	
3	CRD,UA/2,UA,CRD,ND	02/28/94	8/07/95	03/04/99	Charges dismissed by Police Commission	
3	ND	03/02/94	12/12/94	03/5/95	Not Sus.- Chef's Hearing	
2	UA / UA / UA	03/09/94	12/29/94	03/11/95	Proper Conduct-Chief's Hearing	
2	CRD / ND	03/14/94	12/19/94	02/10/95	10 Days Susp.6 in Abey.3Yrs.	
3	ND	03/16/94	06/09/95	11/13/95	Sustained-Written Reprimand	
4	ND, ND / 2	03/25/94	05/06/94	11/21/94	Sustained - Written Reprimand	
9	CRD	04/05/94	11/21/94	03/24/95	Sustained - Admonished	
2	ND	04/06/94	01/10/95	04/05/95	Sustained - Written Reprimand	
4	D	05/02/94	04/14/95	08/09/95	Sustained - CO to Determine Dispo.	
1	UA, ND / 2	05/09/94	09/27/94	03/20/95	1 Day Suspension	
8	UA	06/01/94	01/09/95	06/20/95	Sustained - Written Reprimand	
3	ND	06/10/94	12/29/94	06/01/95	Sustained - Admonished	
5	D	06/21/94	01/13/95	05/19/95	Sustained-CO to Determine Dispo.	
1	ND / ND	06/22/94	08/31/94	02/01/95	Not Sustained - Chief's Hearing	
1&3	UA	08/03/94	06/28/95	11/13/95	Sustained - Written Reprimand	
1	UF/D/UA	08/03/94	12/19/95	09/04/97	Sustained-Officer Admonished	
3	ND / ND	08/09/94	01/10/95	11/13/95	Not Sustained-Chief's Hearing	
1	POLICY FAILURE	08/10/94	Jan-95	04/04/95	Department Bulletin to be Issued	
2	D	08/13/94	01/09/95	06/13/95	Officer Retired	
3	POLICY FAILURE	08/17/94	01/07/95	"	Policy Recommendation	
2	ND	09/08/94	8/29/95	10/08/96	Sustained - Written Reprimand	
1	D	09/12/94	07/14/95	11/13/95	Sustained - Written Reprimand	
x	POLICY FAILURE	09/16/94	annual 94	--	Policy Recommendation	
3	ND/ND	09/20/94	06/12/95	11/09/95	1 Day Suspension	
2	CRD	09/22/94	01/10/95	05/23/95	Sustained - Written Reprimand	
2	ND	09/30/94	11/03/95	05/08/96	Sustained - 1 day Suspension	
3	UA/CRD*	9/30/94	06/30/95	01/26/96	UA Sustained - Officer Admonished by CO	
x	***	***	***	***	CRD Changed to Not Sustained on 11/07/95	
x	TF	09/29/94	Jun-95	--	Policy Recommendation	
1	ND	10/28/94	12/27/94	03/23/95	Sustained - Written Reprimand	
2	CRD / CRD	10/30/94	07/25/95	12/06/95	5 Day Suspension 4 Held in Abeyance	



SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS
1 ND / ND 11/01/94 10/24/95 6/3/97 Not Sust by Chief-Members retrained by C.O.					
1 UA / UF 11/07/94 08/09/95 01/31/96 Written Reprimand					
9 UF 11/14/94 12/15/95 05/17/96 Sustained - 4 day Suspension					
3 POLICY FAILURE 11/16/94 A.Rprt94 04/04/95* Auto Status Procedures Changed*					
9 D / ND* 11/16/94 06/28/95 02/17/97 Sustained-Admonished/Retrained					
1 SS 11/28/94 03/14/95 08/08/95 Sustained - Written Reprimand					
3 UF/ND 12/02/94 05/24/95 02/17/98 Sustained-Admonished/Retrained					
1 UA 12/14/94 8/29/95 Pending Chief's Hearing					
6 ND 12/25/94 04/17/95 08/09/95 Sustained-Written Reprimand					
2 ND 01/04/95 8/01/95 Sustained-Counselled by CO					
2 UA 01/04/95 07/28/95 12/05/95 Changed to Pol.Fail by IHO					
X ND / ND 01/04/95 03/14/95 08/09/95 Terminated/One Day Suspension					
ND,ND / 2;ND 01/06/95 8/24/95 Officer Admonished					
" " " Charges Dismissed by Comm.					
" " " Charges N/S,Comm.					
" " " Charges Withdrawn					
ND;SS;UA;UA;ND;ND; " " " Chief's Hearing					
CRD;CRD. " " " Chief's Hearing					
" " " Chief's Hearing					
" " " 5 day Suspension					
" " " Terminated, Held in Abeyance					
" " " 3Yrs. 6 Months Served,Counseling					
7 UF 01/12/95 10/18/95 6/03/97 Not Sustained by Chief at Chief's Hearing.					
1 CRD 01/24/95 04/18/95 10/17/95 2 Day Suspension					
2 UF 02/01/95 03/14/96 Not Sustained By Police Commission					
2 CRD 02/03/95 11/17/95 12/06/95 Sustained - Admonished					
2 UA 02/06/95 06/01/95 06/20/95 Sustained - Admonished					
1 ND 02/03/95 12/11/95 01/21/97 Sustained - Officers Counseled					
2 ND 02/15/95 9/06/95 04/13/95 Sustained - Admonished by CO					
2 UA / UA 03/20/95 9/06/95 02/17/98 3Days Susp.2 Held Abey.Officer Resigned					
3 ND / ND 03/22/95 07/18/95 11/09/95 Sustained - Written Reprimand					
2 ND 03/28/95 06/08/95 12/08/95 5 Day Susp.3 Held in Abey For 2 Yrs					
1 UA/D 04/04/95 06/21/95 02/17/98 Sustained-Admonished/Retrained					
1 D 04/04/95 08/21/95 01/31/96 Written Reprimand					
2 RS,UA / 2 04/19/95 09/21/95 02/17/98 Not Sustained by Police Commission					
2 UA 04/25/95 12/27/95 02/17/98 Sustained-Admonished/Retrained					
1 ND 05/09/95 06/21/95 08/09/95 Sustained - Admonished					
9 UF; US / 7 06/06/95 11/02/95 1ND withdrawn by OCC, 2 susp. by Pol Comm					
" " " " " 3ND NS 3 Sus by Pol Comm					
" " UF Dismissed,1ND Sus,1 ND withdrawn					
1 ND 06/16/95 07/30/97 02/0799 Sustained - No Further Action by Chief					
X UA/UA 6/22/95 10/16/96 06/27/97 Disp. changed by Chief to PC/Retraining					



SUSTAINED CASES 1994-1999

ETH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.	DATE	MCD	RETD	
x UA,ND, ND,ND 6/27/95 06/10/96 03/15/99 Sustained-Officers Retrained by CO					
CRD/ND 6/27/95 04/10/96 10/08/96 Sustained - Written Reprimand					
2 UA/UA/ND 06/30/95 10/03/96 04/13/98 Sustained-Admonished/Counseled by CO					
2 UA/UA 06/30/95 05/16/96 04/13/98 Sustained-Amonished/Reprimanded by CO					
UA/UF 07/20/95* 8/24/95 UA,UF,ND dismissed, UA,ND Withdrawn					
UA 07/20/95* 8/24/95 Sustained By Police Commission					
ND 07/20/95* 8/24/95 Pls.see Remarks Under 8/24/95 above					
UF;ND 07/20/95* 8/24/95 UF Dismissed, ND Withdrawn					
" " " " ND Withdrawn by OCC					
UA;UF 07/20/95* 8/24/95 Sustained by Pol. Comm.					
UA;UF 07/20/95* 8/24/95 Not Sustained by Pol. Comm.					
" " " " UA Sust. by Pol. Comm.					
UA;UF 07/20/95* 8/24/95 UF NS by Pol.Comm.					
UA;UF;SS;UA 07/20/95* 8/24/95 UA NS by Pol.Comm., SS Sustained					
" " " " 1 UA Withdrawn by OCC					
" " " " " " "					
" " " " " " "					
UA 07/20/95* 8/24/95 Pls.see Remarks Under 8/24/95 above					
UA 07/20/95* 8/24/95 Pls.see Remarks Under 8/24/95 above					
1 CRD/ND 08/01/95 06/11/96 08/19/97 20 day susp. 10 days in abeyance for 2 yrs.					
1 POLICY FAILURE 08/04/95 Policy Recommendation					
1 RS / UA 08/06/95 01/08/96 Term in abey 2 yrs 90 day susp, 45 in abey					
2 CRD 08/07/95 10/12/95 07/17/97 Termination					
4 D/ND 08/15/95 06/28/96 06/26/97 D-Insufficient Evidence/ND-Sustained					
2 D/RS 08/30/95 05/30/96 Pending Commission Hearing					
1 ND/IND 09/05/95 07/05/96 Chief's Hearing					
X PF 09/01/95 10/25/96 Policy Recommendation					
2 RS 09/15/95 02/28/96 05/29/96 Sustained - Admonishment					
X ND 09/19/95 07/03/96 12/09/96 Sustained-90 Day Suspension					
X UA / UA 09/12/95 08/07/96 08/01/97 Sustained - Written Reprimand					
3 ND 09/20/95 Sustained - Written Reprimand					
3 ND / 4 09/26/95 10/24/96 09/21/99 Sustained - Retrained by CO					
3 ND / 2 & POL.REC. 09/26/95 " " " "					
2 ND 10/10/95 03/13/96 Officer Resigned 7/30/96					
X CRD 10/18/95 04/04/96 05/30/96 Sustained - Written Reprimand					
2 ND 10/31/95 11/20/96 12/02/92 Sustained - Retrained by CO					
2 CRD/ND 11/02/95 04/01/96 08/05/96 Sustained - Written Reprimand					
1 ND 11/27/95 04/16/97 06/03/97 Sustained - Admonished					
1 ND 11/29/95 06/10/96 06/04/97 Sustained - Admonished					
2 UA/4;CRD/3;ND;UA/3 11/22/95 09/30/97 Pending MCD					
" UF/CRD/ND/2 " " " " "					
1 ND/ND/ND/ND 12/07/95 05/13/97 02/24/98 Sustained-1 Officer Admonished, Other					

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
"	"	"	"	"	Officer 1 Day Suspension Held 1 Yr Abey.	
2	ND/ND/ND/ND	11/30/95	11/08/96	03/12/98	Sustained-Admonished&Retrained by CO	
1	CRD/ND	12/13/95	03/19/96	06/02/98	Sustained-30 Days Suspension, 18 Days	
"	"	"	"	"	Held in Abeyance for 1 Year	
1	UA	12/15/95	05/10/96	10/08/96	Verbal Admonishment	
1	ND	12/15/95	10/30/96	06/30/97	Chief's Written Reprimand	
3	ND	12/28/95	11/05/96	02/20/97	Sustained - Admonished	
1	ND/ND	01/08/96	06/10/96	10/08/96	Sustained & Written Reprimand	
1	POLICY FAILURE	01/10/96	03/11/97		Policy Recommendation	
1	POLICY FAILURE	01/10/96	06/04/97		Policy Recommendation	
9	POLICY FAILURE	01/05/96	04/29/97		Policy Recommendation	
2	ND/ND/CRD	01/12/96	10/17/96		Member Resigned	
X	UA&ND&D	01/19/96	09/09/96	08/30/99	Sustained - 2 Officers Admonished, 3rd	
"	"	"	"	"	Suspended for 5 days, 2 in abeyance	
1	ND	01/19/96	09/09/96	06/03/97	Sustained & Chief's Written Reprimand	
9	ND	01/19/96	06/10/96	08/05/97	Sustained & Admonished by CO	
x	ND	01/19/96	04/25/96	12/18/97	Sustained - Admonished by CO	
3	UA / UA	02/08/96	10/17/96	08/19/99	No Further Action by SFPD	
2	ND	02/20/96	07/08/97	02/23/98	Not Sustained-Poicy Failure	
4	UA / UA/ND	02/20/96	05/28/97	06/22/98	Not Sustained	
2	CRD	02/20/97	06/18/97	03/02/98	Sust-2 Days Susp.Held in Abey. Retrained	
4	ND/ND/ND/ND	02/29/96	08/08/97	04/09/97	Sustained-Officers Admonished/Retrained	
3	UA & ND	03/01/96	09/12/96	10/27/97	Sustained-Admonished by CO	
2	ND/ND/PF	03/01/96	01/22/97	02/18/96	Sustained-Admonished&Written Reprimand	
9	ND	03/05/96	05/06/97	06/30/97	Sustained-Admonished by CO	
9	UA/UA/UA/UA/UA/UA	03/05/96	06/13/97	10/09/97	Sustained - Admonished by CO	
"	& POLICY FAILURE	"	"	"	"'"	
1	D	3/07/96	06/20/96	09/04/97	Sustained - 1 Day Suspension	
1	ND	3/12/96	07/11/96	10/08/96	Sustained- Counseled by CO	
3	D	3/13/96	04/26/97	07/01/97	Sustained- Counseled by CO	
3	ND	3/15/96	06/13/97	12/02/97	Sustained-Chief's Written Reprimand	
X	ND/ND/ND	3/15/96	12/31/97	06/22/98	Sustained-Written Reprimand	
x	UA	3/21/96	10/17/97	05/07/99	Changed by MCD & OCC to Policy Failure	
3	ND	3/22/96	06/19/98	04/28/99	Sustained - Reprimand	
2	ND/ND/ND/D	3/25/96	9/26/97	02/26/98	Sustained-Counseled&Retrained by CO	
1	ND	3/25/96	11/17/96	02/26/98	Sustained-Retrained by CO	
2	ND	3/26/96	11/20/96		Officer Resigned	
1	ND	3/26/96	11/21/96	06/03/97	Sustained - Admonished by CO	
3	UF	3/28/96	06/04/97	09/11/97	Not Sustained by Chief	
1	ND/ND	04/02/1996	9/04/97	02/26/98	Sustained-Chief's Written Reprimand	
3	UA/UF/UA/ND/ND	4/17/96	11/01/96	09/08/99	Sustained-One Officer Admonished by CO	
"	"	"	"	"	Second Officer Written Reprimand by Chief	

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
6	ND	04/10/96	03/04/98	06/22/98	Sustained-Reprimand & Retrained	
1	UA	4/17/96	11/21/96	07/17/97	Sustained - Admonished by CO	
1	ND	4/19/96	10/25/96		Chief's Hearing	
9	ND/ND	04/18/96	03/27/97	03/03/98	Sustained-Officer Admonished by CO	
1	ND	04/19/96	1/13/97	02/08/99	Sustained-Written Reprimand by Chief/	
"	"	"	"	"	Retrained by CO.	
2	RS	04/25/96	11/1/96	02/20/97	Sustained - Written Reprimand	
3	ND	04/29/96	04/30/98	12/30/98	Sustained - Written Reprimand	
2	D	04/30/96	11/18/96	08/01/97	Sustained - Admonished	
3	UA/D	05/08/96	09/17/97	08/12/98	Sustained - Counselled by CO	
1	UA/UA	05/09/96	01/02/98	08/19/98	Sustained- Admonished & Retrained by CO	
9	UA	06/05/96	05/27/97	12/02/97	Not Sustained by Chief	
2	ND/ND/ND/ND	06/10/96	09/12/97	03/12/98	Sustained- Admonished & Retrained by CO	
2	ND/D	06/13/96	11/18/96	02/18/98	Sustained-1 Day Susp.Held Abey for 1 Year	
4	UA/UA	06/20/96	03/31/98	11/05/98	Not Sustained by SFPD	
1	D/ND/ND	06/27/96	01/22/97	04/02/98	Sustained-1 Day Susp.Held Abey for 1 Year	
x	ND/ND	06/28/96	01/03/97	06/06/97	Sustained - Chief's Written Reprimand	
2	ND/ND	07/01/96	01/13/97	05/25/98	Not Sustained by Chief	
x	UA & CRD	06/27/96	04/01/97	06/10/97	Charges Filed with Commission	
1	POLICY FAILURE	07/03/96	07/01/98		Policy Failure	
2	UA/UA/UA	07/08/96	01/22/97	07/01/97	Sustained - Counselled & Retrained by CO	
2	ND	07/11/96	05/13/97	12/03/97	Sustained - Written Reprimand	
1	ND	07/19/96	07/03/97	02/20/98	Sustained-Counselled & Reprimanded by CO	
4	D	07/22/96	06/03/97	08/01/97	Sustained - Admonished	
9	D	07/23/96	04/16/97	06/03/97	Sustained - Admonished	
2	ND/ND	07/26/96	01/03/97	07/17/97	Sustained - Admonished & Retrained	
9	UA,CRD,UA,ND	07/30/96	03/13/98		Charges filed with MCD	
2	ND/PF	08/02/96	06/09/97	09/10/98	Sustained - Admonished by CO	
1	CRD	08/05/96	06/06/97		Pending MCD	
x	ND/ND	08/12/96	08/08/97	02/26/98	Not Sustained-Policy Failure	
2	UA	08/15/96	1/22/97*	06/30/97	Proper Conduct by Chief	
1	ND/ND/ND	08/20/96	06/19/98		Pending MCD	
2	ND	08/24/96	08/05/97	09/22/98	Sustained - Admonished by CO	
9	ND/ND/ND	08/29/96	05/13/97		Referred for Chief's Hearing	
1	2 UFx 3 ND	09/01/96	08/31/99		Pending MCD	
"	"	"	"	"	"	
3	NDxNDxND	09/04/96	09/10/98	11/05/98	Sustained - One Officer Admonished by CO	
"	"	"	"	09/08/99	Two Officers Retrained by CO	
2	UA / ND	07/28/96	08/10/98	09/10/98	Sustained - Retrained by CO	
9	ND / ND	09/20/96	03/31/97	09/05/97	Sustained - Admonished&Retrained	
4	ND/ ND	09/23/96	12/12/97	12/30/97	Policy Failure	
X	CRD	09/24/96	10/01/97	02/26/98	Sustained 3 Days Suspension	

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
2	ND,ND	09/25/96	05/05/98	07/16/98	Sustained - Retrained	
2	ND	09/30/96	08/11/97	03/05/98	Not Sustained - Policy Failure	
1	ND	09/30/96	08/04/97	09/14/98	Sustained-Written Reprimand	
1	D / CRD	09/30/96	04/22/97		Pending Chief's Hearing	
1	UA/ND/ND	10/17/96	06/25/98		Pending MCD	
1	UAxUA	10/12/96	02/24/98	08/19/98	Adjudicated - No Further Action	
1	UF	10/18/96	05/13/97	12/29/1998	Proper Conduct by Chief	
2	ND(PF)	10/18/96	11/13/97	12/29/1998	Policy Failure	
2	UA/UF/D/ND	10/21/96	05/22/97	02/18/98	Sustained-Retrained/5 Days Susp.1 in Abey.	
X	ND	10/22/96	01/14/98	06/22/98	Sustained - Written Reprimand	
X	ND	10/18/96	08/07/97	06/22/98	Sustained-3 Days Suspension in Abeyance	
X	UA	10/18/96	04/14/98	06/30/99	No Further Action by Chief	
"	ND,ND	"	"	06/30/99	Sustained - Officers Retrained by CO.	
1	UA/ND/ND/UF/ND	10/23/96	06/23/99		OCC Verified Complaint to Chief of Police	
"	NDx4/NDx11/ND	"	"	"	Commission Notified on 6/21/99	
"	"	"	"	"	"	
1	NDxNDxND	10/28/96	09/15/97	04/20/98	Sustained-1 Officer w/Written Reprimand	
"	"	"	"	"	1 Officer on Chief's Hearing Not Sustained	
1	ND	10/28/96	05/13/98	11/16/98	Not Sustained by Assist.Chief of Police	
1	ND	10/29/96	02/20/98	02/08/99	Not Sustained by Assist.Chief of Police	
12	ND	10/30/96	02/18/98		Pending MCD	
9	CRD/ND&CRD/ND	10/28/96	04/15/97	11/03/1997	Sustained-Admonished&Retrained	
1	UA/ND/UA/ND	11/02/96	05/27/97	10/29/97	Sustained-Admonished&Retrained	
5	ND / ND	11/01/96	05/06/97	10/05/99	Sustained-1 Officer w/Written Reprimand	
"	"	"	"	"	1 Officer Suspended 5 Days, 2 held in Abey.	
1	ND	11/07/96	10/02/97	02/11/98	Officer Retired	
1	ND/ND	11/13/96	12/12/97	07/31/98	Sustained-Retrained by CO	
2	ND	11/08/96	07/04/97	02/23/98	Sustained-Admonished	
1	ND	11/22/96	06/13/97	09/04/97	Sustained-Admonished&Retrained	
1	ND,ND,ND	11/22/96	06/10/98	03/25/99	Sustained-Officers Retrained	
1	ND,ND	11/25/96	06/11/98	12/30/98	One Officer Sustained-Admonished by CO	
" "	" "	" "	" "	"	Second Officer Not Sustained	
1	UA/UA/SS/UF	11/27/96	07/09/97	06/10/97	Charges Filed with Commission	
2	UA	12/06/96	09/04/97	02/08/99	Sustained-Officer Retrained by CO	
9	ND	12/09/96	05/13/97	02/24/98	Sustained - Officer Reprimanded	
1	ND/UA/UA/UA	12/09/96	05/13/97	07/08/97	Sustained - Counselled & Reprimanded	
3	ND/ND	12/12/96	03/13/98	03/16/99	Not Sustained by Chief of Police	
5	RS	01/07/97	06/13/97	09/04/97	Sustained/Officer Admonished-Retrained	
1	ND/ND	01/07/97	12/18/97	04/21/98	Sustained/ 1 Officer Admonished by CO	
"	"	"	"	"	1 Officer 1 Day Suspension held in Abeyance	
2	UAxUA	01/09/97	01/14/99	05/10/99	Sustained - 1 Officer Retrained; 2nd Officer	
"	"	"	"	"	Admonished and Retrained	

SUSTAINED CASES 1994-1999

ETH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.	DATE	MCD	RETD	
3	ND	01/13/97	07/30/97	02/26/98	Sustained-Retrained by CO
3	ND	01/13/97	07/08/97	07/27/98	Sustained-Written Reprimand&Retraining
2	ND/ND/ND	01/13/97	08/13/97	02/16/98	Sustained/One Officer Retrained by CO
"	"	"	"	"	Two Officers Admonished by CO.
3	CRD/ND	01/11/97	07/18/97	12/02/97	Sustained-Reprimanded&Retrained by CO
3	UF/UA/ND/UA/ND/UA	01/22/97	12/31/98		Pending MCD
9	ND	01/17/97	04/29/97	02/30/97	Policy Failure
2	ND, ND, ND, ND	01/30/97	05/01/98	09/23/98	Sustained-Written Reprimand&Admonished
9	ND	01/27/97	01/20/98	08/19/99	Sustained - Officer Retrained by CO
1	UA	01/30/97	01/13/97	07/28/97	Sustained - Admonished by CO
2	UA	02/04/97	12/03/97	11/05/98	Sustained - Admonished by CO
1	UA	02/06/97	04/17/97	06/22/98	Sustained-Counseled by CO
1	UF/D/ND/ND	02/12/97	06/04/97	11/25/97	Officer pled NC, Term in abey 4 yrs 90 days
4	ND	02/13/97	11/13/97	03/16/99	Sustained-Admonished by CO
2	CRD,CRD	02/14/97	03/10/98	03/02/99	Sust. by OCC, No Further Action by SFPD
6	ND	02/21/97	06/23/97	03/09/98	Sustained-Admonished by CO
9	ND	02/21/97	01/20/98	06/22/98	Sustained-One Named Officer Retrained
3	ND/ND/ND	02/21/97	04/09/98	09/20/99	Sustained-Admonished by CO
1	UA	02/21/97	06/19/98	03/26/99	UA Allegation Not Sustained by OCC
3	UA/ND/ND	03/03/97	11/06/97	08/30/99	Sustained - Officer Suspended for 5 days
"	" "	" "	" "	" "	2 days held in abey. for a year
4	D	03/10/97	10/09/97	12/02/97	Sustained-Admonished by CO
3	CRD	03/03/97	02/26/98	07/16/98	Sustained- Admonished
2	UAxUAxUAxUA	03/12/97	07/12/98		Pending MCD
2	ND	03/18/97	08/14/98	12/31/98	Sustained-Admonished&Retrained by CO
9	ND	03/24/97	03/04/98	05/13/99	Sustained - Retrained by CO
5	POLICY FAILURE	03/27/98	03/27/98	07/12/1998	Policy Failure
2	ND (PF)	03/28/97	09/26/97	12/02/97	Sustained-admonished by CO & Pol .Rec.
3	ND,ND	03/31/97	04/09/98		Pending MCD
1	NDxND	04/03/97	04/08/99	08/19/99	Sustained-Admonished&Retrained by CO
1	D	04/03/97	08/07/97	09/04/97	Sustained-Admonished&Retrained
3	SS/CRD/ND	03/31/97	01/05/98	06/22/98	Sustained-CRD&ND-5days Suspension
1	CRD	04/07/97	08/08/97	09/04/97	Sustained-Admonished&Retrained
x	ND/ND/ND/ND/ND/ND	04/07/97	06/18/98		Pending MCD
4	ND	04/11/97	08/13/98	08/19/99	Sustained-Chief's Written Reprimand
2	ND/ND/ND	04/11/97	12/27/99		Pending MCD
2	UA(PF)	04/11/97	03/13/98	05/27/98	Changed to Policy Failure
2	CRD	09/28/97	10/28/99		Pending MCD
x	D	04/23/97	09/23/97	02/26/98	Sustained-Counseled by CO
1	CRD,UA	04/23/97	02/24/98	06/02/99	Not Sustained by Chief
4	ND	04/24/97	04/24/98	08/27/98	Changed to Not Sustained by OCC
3/1	ND,ND	04/12/97	03/04/98	09/30/98	Sustained-Admonished by CO

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
x ND 04/20/97 01/07/98 04/21/98 Sustained-Admonished by CO						
2 UA 04/21/97 03/04/98 07/14/98 Sustained - Named Officer Retired						
1 ND 05/07/97 08/14/97 02/26/98 Sustained-Admonished by CO						
Policy Failure 05/09/97 07/01/98 Policy Failure						
1 ND 05/12/97 09/03/97 09/23/97 Sustained-Counseled by CO						
7 D 05/15/97 12/15/97 02/26/98 Sustained-Counseled by CO						
1 ND 05/19/97 10/15/99 Pending MCD						
3 UF,ND,ND 05/20/97 04/13/98 07/28/98 Changed to Not Sustained by OCC						
2x2 UA/UA/UA/UA/UA 05/22/97 06/11/98 Pending MCD						
1 D 05/22/97 06/11/98 09/14/98 Sustained-1 Day Suspension						
x ND,ND 05/22/97 09/25/98 Dec.98 Not Sustained by Chief						
2 NDxND 05/27/97 10/29/99 Pending MCD						
x NDxNDxNDxCRD 06/03/97 08/13/98 Pending MCD						
4 ND 06/05/97 05/28/98 09/14/98 Sustained-Chief's Written Reprimand						
2 UAxAUxAUA 06/09/97 07/30/98 Pending MCD						
3 NDxNDxND 06/10/97 09/30/98 02/10/99 Changed by MCD & OCC to Not Sustained						
1 UAxDxND 06/10/97 07/15/98 09/17/98 Sustained-Chief's Written Reprimand						
1 CRDxNDxND 06/13/97 11/12/97 04/22/98 Sustained-Chief's Written Reprimand						
2 UAxD 06/23/97 01/13/99 Pending MCD						
2 NDxND 06/25/97 01/06/99 Pending MCD						
4 UAx4-UFx3 07/01/97 12/14/98 Pending MCD						
1 NDxND 07/07/97 08/10/98 06/30/99 Sustained-Chief's Written Reprimand						
" * * * * and Retrained by CO						
2 CRD 07/09/97 09/14/98 05/12/99 Sustained - Retrained by CO						
1 CRDxCRD 07/22/97 08/14/98 09/13/99 Sustained-Suspended 3, days 2 in Abeyance						
1 CRD & D 07/30/97 06/11/98 03/08/99 Sust.by OCC, No Further Action by SFPD						
1 UA, UA 08/01/97 05/01/98 Pending MCD						
1x1 ND,ND,ND/ND 08/05/97 06/30/98 03/23/99 Sustained - Written Reprimand						
2 ND 08/11/97 12/09/97 04/21/98 Sustained-Retrained by CO						
1 CRDxNDxCRD 08/15/97 01/14/99 03/24/99 Sust - Officers Admonished & Retrained						
x Policy Failure 08/19/97 02/25/98 Pending MCD						
1 UAxNDxND 08/18/97 06/11/98 08/10/98 Charges Filed with Commission						
1 NDxUF 08/27/97 12/15/98 03/24/99 Sust - Officer Admonished & Retrained						
1 ND 09/02/97 01/15/98 03/10/98 Sustained-Admonished by CO						
1 UF/NDx3&UD/NDx2 08/28/97 06/11/98 07/2/98 Not Sustained by OCC						
x ND 08/23/1997 03/11/98 Pending MCD						
2 UA 09/05/97 08/06/98 09/14/98 Sustained-Retrained by CO						
9 CRD 08/21/97 08/06/98 11/16/98 Sustained-Admonished by CO						
1 ND 09/08/97 11/06/98 03/02/99 No Further Action by Chief						
9 NDxND 09/04/97 08/14/98 05/11/99 Sustained - Officers Retrained						
2 ND, ND 09/09/97 06/11/98 05/06/99 Sustained by Assistant Chief of Police						
2 NDxUFxNDxND 09/12/97 08/04/98 Pending MCD						

SUSTAINED CASES 1994-1999

ETH	SUSTND	COMP.	DATE	DATE	REMARKS
	ALLEG.	DATE	MCD	RETD	
2	SS	09/10/97	09/15/99		Pending MCD
2	CRD	09/08/97	04/13/98	08/19/99	Sustained - Retrained by CO
2	ND&ND&ND	09/12/97	06/18/99	06/18/99	Pending MCD
3	UA & ND	09/12/97	06/18/99		Pending MCD
9	ND & ND	09/15/97	04/24/98	Dec. 98	Not Sustained by OCC
x	ND	09/12/97	10/15/99	12/29/1999	Sustained - Admonished
7	CRD/D	09/26/97	06/25/98		Pending MCD
1	NDxND	09/29/97	09/10/99		Pending MCD
3	ND	09/29/97	05/29/98	12/29/98	Sustained-Chief's Written Reprimand
x	CRD	09/28/97	10/28/99		Pending MCD
9	CRD,ND,ND,UA	10/10/97	01/05/99	05/10/99	Sustained-Officer Admonished & Retrained
3	UA/UA/UA/CRD/ND/ND	10/14/97	12/28/99		Pending MCD
x	ND	10/15/97	05/29/98	09/14/98	Sustained-1 Day Suspension Held in Abey.
2	ND	10/17/97	12/14/99		Pending MCD
3	ND	10/15/97	05/14/98	03/08/99	No Further Action by Chief
3	DxNDxND	10/21/97	09/10/98	03/24/99	Charges Filed with Commission
1	ND	10/21/97	04/24/98		Pending MCD
1	NDxNDxNDxND	10/24/97	02/12/99	06/29/99	Sustained-Chief's Written Reprimand
1	ND	10/30/97	05/28/98	05/12/99	Sustained - Officers Admonished
2	ND	10/10/97	07/10/98	08/12/98	Not Sustained
1	UF, ND, ND	10/31/97	07/10/99		Pending MCD
x	UAxUAxDxND	11/03/97	10/29/99		Pending MCD
1	CRD/POLICY FAILURE	10/03/97	06/19/98		Sustained-Officer Retired
4	UAxND	11/10/97	08/13/98	03/16/99	Sustained--2 Days Suspension held
x	ND	11/10/97	12/11/98	01/07/99	In Abeyance for 1 Year - Retraining
5	ND,ND	11/16/97	05/11/98	12/29/98	Sustained-Retrained by CO
3	D	11/16/97	10/29/99		Pending MCD
1/3	UA x ND	11/14/97	02/12/99	05/10/99	Sustained-Officers Counseled and
x	ND	11/19/97	04/13/98	06/22/98	Trained by CO
4	NDx4/CRDx2/D	11/26/97	12/31/99		Sustained-Counseled & Retrained by CO
1	ND	11/26/97	09/11/98	11/16/98	Pending MCD
1	ND,ND	12/04/97	06/11/98	12/30/98	Sustained-Counseled & Retrained by CO
1	NDxND	12/16/97	08/14/98	12/09/98	One Officer Admonished by CO, Second
x	UA, CRD	12/19/97	04/14/99		Officer Chief's Written Reprimand
x	ND	12/23/97	09/02/98	02/08/99	Pending MCD
x	UA	12/19/97	05/12/98	12/29/98	Sustained-Admonished & Retrained by CO
2	ND	12/02/97	07/31/98	12/31/98	Not Sustained by Assist. Chief of Police

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS	
2/x	UF/UF/ND/ND	01/11/98	06/25/99		Sustained-Charges Pending	
1/1	***	***	***	***	***	
3	ND	01/12/98	01/12/99	05/27/99	Sustained-Admonished	
1	ND	01/12/98	02/12/99	08/19/99	Sustained - Admonished by CO	
1	ND	01/16/98	05/13/98	06/22/98	Sustained-Counseled & Retrained by CO	
1	ND	01/30/98	07/28/98	08/17/98	Alleg. Corrected by OCC -Proper Conduct	
1	ND	02/05/98	09/10/98	03/15/99	Sustained-Officer Admonished by CO	
1	DxCRD	02/09/98	09/15/99		Pending MCD	
1	ND/ND/ND/ND	02/10/98	12/10/99		Pending MCD	
x/3	DxCRDxND	02/19/98	12/29/98	03/24/99	Sustained-Admonished	
3	CRD	02/23/98	06/14/99	07/29/99	No Further Action by Chief	
3	NDxNDxNDxND	02/23/98	08/18/98		Pending MCD	
x	D	02/25/98	12/14/98	12/21/98	Referred to C.O.	
1	D	03/02/98	12/25/98	06/02/99	Sustained by OCC-Not Sustained by SFPD	
1	DxCRD	03/10/98	11/13/98	12/14/98	Pending-Police Commission	
2	D	03/10/98	03/22/98		Pending MCD	
1	ND	03/11/98	10/28/98		Pending MCD	
1	D	03/16/98	07/31/98	05/13/98	Sustained-Admonished&Retrained by CO	
1	ND/ND	03/17/98	07/22/99		Pending MCD	
1	ND	03/19/98	12/18/98	06/30/98	Sustained-Admonished/Retrained by CO	
2	CRDx4ND	03/16/98	09/15/99		Pending MCD	
x	D	04/20/98	10/28/98	12/31/98	Sustained-Counseled&Retrained by CO .	
x	UA	04/08/98	03/11/99	05/24/99	No Further Action by Chief	
2	ND,ND,ND	04/15/98	05/13/99		Pending MCD	
x	ND,(PF-ND)	04/23/98	03/25/99	09/15/99	Sustained-Retrained by CO	
3	CRD	04/27/98	01/14/99	03/24/1999	Sustained-Admonished by CO	
1	ND	04/27/98	07/30/98	05/27/99	Sustained-One Day Suspension	
1	CRD	04/27/98	01/14/99	03/26/1999	CRD Allegation Withdrawn by OCC	
3	ND, ND	04/27/98	05/11/99	06/22/99	No Further Action by Chief	
x	UA	05/08/98	08/26/99		Pending MCD	
2	D	05/11/98	12/14/98	03/23/1999	Allegation Withdrawn by OCC	
x	2UAx3CRD	05/27/98	12/14/99		Pending MCD	
x	ND/D	05/27/98	12/14/99		Pending MCD	
4	3xUA,ND,2xCRD	06/02/98	05/14/99	09/15/99	Sustained-Admonished & Retrained by CO	
x	UA x UA	06/05/98	10/15/99		Pending MCD	
4	D	06/05/98	06/14/99		Pending MCD	
1	UA	06/11/98	03/09/99	05/11/99	Sustained-Officer Retrained	
1	UA,UA	06/19/98	04/01/99		Pending MCD	
2	UA,UA	07/08/98	06/28/99		Pending MCD	
1	CRD,ND	07/13/98	05/14/99		Chief's Hearing Set for 08/10/99	
x	POLICY FAILURE	07/14/98	12/01/98		Policy Failure	
4	UF	07/16/98	07/15/99		Pending MCD	

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP.	DATE	DATE	REMARKS
		DATE	MCD	RETD	
3	UAxCRD	07/21/98	03/12/99		CRD NS per SFPD/OCC-06/14/99
***		***	***		UA Chief's Hearing set for 08/10/99
1	CRD	07/13/98	06/01/99		Pending MCD
5	CRD/CRD	07/24/98	10/12/99		Pending MCD
1	CRD	07/17/98	07/15/99	12/29/99	Sustained-Admonished & Retrained by CO
1	D	07/17/98	06/18/99		Pending MCD
2	CRD	07/31/98	07/28/99		Pending MCD
6	UF	08/03/98	08/03/99		Pending MCD
x	ND	08/05/98	06/30/99	08/13/99	Changed to Proper Conduct by OCC
4	UAx3/NDx4	08/12/98	12/31/99		Pending MCD
1	UAxUAxUAxUA	08/17/98	09/23/99		Pending MCD
1	CRD/CRD/ND/ND	08/31/98	08/09/99		Pending MCD
***	UA/UA/UF	***	***	***	
4	UA	09/15/98	12/28/99		Pending MCD
2	UA/UA	09/30/98	12/27/99		Pending MCD
2	ND/ND	10/06/98	08/13/99		Pending MCD
2	CRD	09/24/98	12/27/99		Pending MCD
1	CRD	09/28/98	09/15/99		Pending MCD
x	CRD	10/14/98	10/12/99		Pending MCD
x	UA	10/15/98	10/12/99	12/29/1999	Sustained-Retrained
3	UA	10/16/98	04/14/99	09/15/1999	Sustained - Retrained by CO
2	ND	10/26/98	11/08/99		Pending MCD
3	D	10/30/98	10/14/99		Pending MCD
5	ND	11/02/98	09/15/99		Pending MCD
2	CRD	11/10/98	06/14/99	08/19/99	Sustained - Admonished & Retrained by CO
1	CRD/ND	11/08/98	06/03/99	09/07/99	Sustained - Chief's Written Reprimand
1	CRD/D/UF	11/23/98	08/13/99		Pending MCD
x	CRD	11/30/98	09/15/99		Pending MCD
x	UA	12/1/98	36503		Pending MCD
x	CRD/UA	12/11/98	08/13/99		Pending MCD
4	ND, (PF-CRD)	12/15/98	04/14/99		Pending MCD
x	CRD/D	12/02/98	08/13/99		Pending MCD
2	ND	01/13/99	12/30/99		Pending MCD
1	UA/UA/UA/UA	01/15/99	12/14/99		Pending MCD
1	D	01/22/99	12/31/99		Pending MCD
1	CRD/CRD	01/22/99	12/17/99		Pending MCD
1	NDxUAxUFxND	03/03/99	09/15/99		Pending MCD
1	UF/CRD	03/18/99	12/28/99		Pending MCD
1	ND x 9/UA	03/08/99	12/31/99		Pending MCD
1	CRD	03/29/99	12/30/99		Pending MCD
1	D	04/16/99	07/15/99		Pending MCD
2	ND	04/22/99	12/31/99		Pending MCD

SUSTAINED CASES 1994-1999

ETH	SUSTND ALLEG.	COMP. DATE	DATE MCD	DATE RETD	REMARKS
3 D 04/29/99 12/31/99 Pending MCD					
x NDxND 05/06/99 10/29/99 Pending MCD					
x CRD 05/17/99 09/15/99 Pending MCD					
2 UAx3/CRDx2/NDx2/D 05/21/99 12/31/99 Pending MCD					
x UAxD 05/21/99 09/15/99 Pending MCD					
3 UA 05/26/99 12/30/99 Pending MCD					
1 CRD 06/04/99 12/31/99 Pending MCD					
1 SS 06/16/99 12/31/99 Pending MCD					
1 ND 06/25/98 08/13/99 12/29/99 Sustained - Counselored and Retrained					
x ND 06/24/99 12/29/99 Pending MCD					
x ND 07/08/99 10/15/99 Pending MCD					
2 ND/ND 07/07/99 12/14/99 Pending MCD					
2 ND 07/12/99 12/30/99 Pending MCD					
2 CRD 08/16/99 12/15/99 Pending MCD					
1 D 08/31/99 12/31/99 Pending MCD					
3 ND/ND 09/28/99 12/31/99 Pending MCD					
x UA 10/07/99 12/30/99 Pending MCD					
2 UA 10/15/99 12/30/99 Pending MCD					

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**Policy Recommendation
Office of Citizen Complaints**

First Quarter 1999

Reference 98-21; 98-0049/DGO 6.13 II. B

Subject: Reporting of Prejudice Based Incidents

Recommendation:

(1) The Office of Citizen Complaints recommends that the San Francisco Police Department amend DGO 6.13 to add the requirement that an incident be reported as a prejudice-based incident whenever:

- A. A victim communicates that he or she believes the incident is prejudiced-based, and/or
- B. Bias is a factor that escalates the incident.

(2) The Office of Citizen Complaints recommends that the San Francisco Police Department instruct dispatchers to relay all relevant information, including but not limited to information about words used and actions by any person related to the alleged crime, regarding prejudice-based incidents to responding officers.

Background:

In one case complainant, a Caucasian male walked in front of a temporarily stopped van that was participating in a funeral procession. The driver of the van, an African-American woman, shouted "faggot" and other homophobic slurs at complainant. Three or four African-American women jumped out of the vehicle and beat the complainant on the head and shoulders and poured alcoholic beverages on him. (The dispatcher told complainant that she would inform officers that the incident was a hate crime.) The responding officers and supervisor stated that they did not report the incident as prejudiced-based because they believed complainant was battered because he interfered with the funeral procession, not because of complainant's sexual orientation. Officers stated that they interpreted DGO 6.13 to require that prejudiced-based incidents be initially motivated by bias.

In a second case, a dispatcher failed to inform officers responding to the scene that the perpetrators directed homophobic slurs at the victim.

The OCC believes that letter and spirit of DGO 6.13 are consistent with, and will be strengthened, by the proposed amendments.

Prepared by:

River Ginchid-Abeje
River Ginchid-Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 7/9/99
Mary C. Dunlap
Director



Policy Recommendation
Office of Citizen Complaints
Second Quarter 1999
Reference: OCC #1017-98; DGO 2.01§ 50 & 55
Investigated by Mary Ivas
Subject: Conflict of Interest

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department amend General Order 2.01 §50 and §55 to prohibit officers from making testimonials, providing recommendations or offering referrals, as to particular products, services or businesses, in situations as to which there:

- 1) is an opportunity for corruption or a conflict of interest or
- 2) may be an appearance of corruption or of a conflict of interest.

These include situations in which it is reasonably foreseeable that the testimonial, recommendation or referral will have a financial or personal benefit to the officer that is distinguishable from its effect on the general public and or situations which will prevent the officer from applying disinterested skill.

Background:

Complainant inquired into the possibility of obtaining a permit for a business establishment. The officer produced the business card of a person known to him to provide *pro bono* services and allegedly said, "I strongly recommend" that the permit applicant consult with the person named on the card. Complainant, mistakenly but sincerely, believed that she was obliged to comply with the recommendation.

Complainant and the consultant entered into a fee-for-service contract costing several thousand dollars. Initially, the consultant informed complainant that the permit request had received the approval of the officer. After a dispute regarding the fee, and the scope of service, complainant was referred back to the officer. Concurrently, the officer obtained information that convinced him that complainant was ineligible for a permit. The officer provided the information to the issuing authority, which, in turn, denied the permit. Complainant believed that the denial was based on her dispute with the consultant, whom the officer had recommended.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 6/29/99
Mary C. Dunlap
Director



Policy Recommendation
Office of Citizen Complaints
Second Quarter 1999
Reference 98-1020, 98-0258
Subject: Provision of Translators

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department create a General Order that requires officers to request a qualified language translator when

(1) a civilian requests a translator or

(2) the officer is unable to provide services due to a language barrier.

It is also recommended that the Department work with service providers to develop techniques to improve response time in providing translators.

Background:

Currently officers encountering a language barrier may contact the Communications Unit, Operations Center or ATT's 911 foreign language translation service to request a translator. However, officers have no protocols or guidelines to consult to determine which situations require a translator.

Two recent cases support these recommendations:

- The complainant entered a district station to report an assault perpetrated by a civilian. Complainant's request for a Spanish language translator was denied based on the responding officer's assessment that the complainant spoke rudimentary English.
- The complainant, a victim of an auto theft, was unable to receive an administrative fee waiver due to lack of intervention by a translator. During the investigatory interview the officer stated that he did not request a translator because he believed the response time would have interrupted unit operations.

Investigated by Helen Garza and Mark Scafidi

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 6/17/99
Mary C. Dunlap date
Director

Subject: Booking and Detention, Prisoner Handling, Access to Medications

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department amend the Booking and Detention Manual and Department General Orders to require officers to

- (1) provide a release form to confirm prescriptions of arrested persons indicating a need for time specific medications and to allow access to medications when a physician's confirmation is received or
- (2) request immediate medical evaluation for such persons.

Background:

During the course of an arrest complainant informed officers that he is a permanently disabled person with AIDS and heart disease. He also informed officers that he was hungry and needed to take carefully timed antiretroviral medications. Complying with current Department policy, officers denied complainant access to his medications.

Importance of Medications:

Antiretroviral medications are effective HIV/AIDS management therapies. After a retrovirus (i.e., HIV) penetrates a cell, it constructs a DNA version of its genes. This DNA then becomes part of the cell's genetic material. Antiretroviral drugs work by interfering with this stage of the viral life cycle.

Management of Medications is Complex:

Therapy typically requires that a person take a dozen or more pills each day with specific timing and dietary requirements. Some drugs need to be taken with a meal, others within a specific time period before or after a meal; other drugs must be refrigerated. When a person also needs preventive or maintenance doses for opportunistic infections, the total daily pill count increases dramatically. Therefore, medication therapy can be difficult to manage, even under the best of circumstances.

Interruption of Medications Harms Patients:

It is widely accepted that interruption of antiretroviral medications is potentially dangerous for patients. The degree to which interruption is tolerable and how quickly it contributes to complications is not completely understood. What is clear is that if antiretroviral medications are not taken at scheduled intervals the potential benefits of the therapy are greatly diminished and drug resistance often develops. In addition, resistance to one therapy may result in decreased effectiveness of similar therapies and the narrowing or exhaustion of the person's treatment options.

References: *Guidelines for the Use of Antiretroviral Agents in HIV-Infected Adults and Adolescents*, Department of Health and Human Services, May 5, 1999. *Adherence to HAART* (Highly active antiretroviral therapy), Project Inform, June 1998. HIV/AIDS Treatment Information Service, *Glossary of HIV/AIDS-Related Terms*, March 1997.

Policy Recommendation
Office of Citizen Complaints
Second Quarter 1999
Reference 98-0421, DM-12
Subject: Booking and Detention, Prisoner Handling, Access to Medications

Ease of Obtaining Release Form:

Most patients requiring antiretroviral medications are in close contact with their physicians, due in part to the fact that physicians must carefully assess the likelihood of the patient's adherence to the therapy. Therefore, confirmation of the specific medication and the need for ready access is easily obtained. The release form should be directed to a specific physician or medical facility and should limit the request to a list of current medications.

Investigated by Mary E. Ivas

Prepared by:

River Ginchild Abeje
River Ginchild Abeje,
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 6/21/99
Mary C. Dunlap date
Director

References: *Guidelines for the Use of Antiretroviral Agents in HIV-Infected Adults and Adolescents*, Department of Health and Human Services, May 5, 1999. *Adherence to HAART (Highly active antiretroviral therapy)*, Project Inform, June 1998. HIV/AIDS Treatment Information Service, *Glossary of HIV/AIDS-Related Terms*, March 1997.

Policy Recommendation
Office of Citizen Complaints
Second Quarter 1999

Reference: OCC # 0292-97; 0229-98; Disability Awareness Guide (2/98)

Investigated by Richard Kung and Helen Garza

Subject: Transporting Persons who use Mobility Aids¹

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department

1) Re-issue and amend expired bulletin 96-196 (Transporting Prisoners in Mobility Devices) to incorporate recommendations specified in the Department's Disability Awareness Guide to require officers:

- a) to contact Communications to arrange for transportation for a prisoner or suspect using a mobility aid, and who cannot, unassisted, transfer his or her weight to a police patrol car.
- b) to insure that prisoners or suspects who must be transported in a mobility aid are secured with a 4 point mobility and securement and occupant restraint system with lap belt and shoulder harness.²
- c) to contact Communications and arrange for transportation if the mobility aid cannot be folded or collapsed without disassembly.
- d) to insure that mobility aids are transported along with the person.

2) Require officers to treat a fall or slip from a mobility aid as a medical issue and call an ambulance.

General Background:

Improper lifting or movement of persons using mobility aids may cause injury to organs, joints and damage to medical equipment. Devices are often equipped with life support systems that should not be disconnected by an untrained person. Many users of mobility aids are unable to transfer from their wheelchairs to a vehicle seat and are therefore required to remain in their devices during transport. The aids are generally not designed to act as a vehicle seat. In addition, forces experienced inside a vehicle may greatly challenge the stability of individuals with reduced postural control and jeopardize their safety.³ More than one-third (35%) of the injuries to wheelchair users is due to improper or lack of securement in motor vehicles.⁴

Case Background:

A mobility aid user was required to drag himself from the ground into a police wagon. He was then transported in the back of the wagon without seatbelts or a securing mechanism. In another case the officer dumped complainant from his wheelchair onto a busy sidewalk, causing complainant to lie on his back in the wheelchair. The officer left the scene without requesting assistance for complainant.

Prepared by:

River Ginchild Abeje

River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 6/25/99

Mary C. Dunlap date
Director

¹ A mobility aid is a wheelchair, or any mobile seating device, either manually or battery powered, that is used to support and convey a disabled person. ² California Department of Transportation Specifications (1999). ³ The Affects of Securement Point Location on Wheelchair Crash Response, Gina E. Bertocci, et al. (1996) Seated Postural Stability of Wheelchair Passengers in Motor Vehicles, Derek G. Kamper, et al. (1996); *Wheelchair Users Injuries and Deaths Associated with Motor Vehicle Related Incidents*. ⁴ U.S. Department of Transportation National Highway Traffic Safety Administration (1997).

Policy Recommendation
Office of Citizen Complaints
Third Quarter 1999

Reference: OCC #725-98; 0347-98; DGO 6.07; 6.15; DM-12

Investigated by Eileen Grady and Karol Heppe

Subject: Animal Control Techniques and Caring for Animals of Arrestees

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department:

- (1) provide written guidelines and improve training on appropriate animal control techniques to ensure that officers are prepared
 - (a) to assess whether or not a domesticated animal poses a danger to officers or other persons and
 - (b) to handle a threatening domesticated animal correctly.
- (2) issue a Department Bulletin to inform officers that the City's Department of Animal Care and Control must be contacted when an arrestee has an animal in his or her possession and is unable to arrange alternative care for the animal;
- (3) invite appropriate personnel from the City's Department of Animal Care and Control, the San Francisco Society for the Prevention of Cruelty to Animals and other expert institutions to participate in training SFPD sworn personnel, pursuant to (1) and (2) above.

Background:

Two officers were properly admitted into complainant's residence to investigate a robbery. Shortly thereafter, complainant arrived with her puppy; also present were two other adults, a mentally and physically disabled child, and an infant.

Confusion ensued in the wake of two events: the disabled child touched the an officer's leg and the puppy began yelping. The officer pulled his gun and threatened to shoot the puppy. The officer later reported that he believed complainant had elicited an attack response from the puppy. Although the complainant was arrested for aggravated assault against a police officer with a deadly weapon — namely the puppy — the officers left the puppy at the scene.

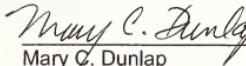
Three days after the incident, a video recording was made of the puppy encountering two other strangers in the residence. A San Francisco County Animal Care and Control Specialist analyzed the video and reported that the puppy is not vicious, nor is it trained or able to respond to commands to attack. The criminal charges against complainant were dismissed.

During the course of OCC investigation of another case, it came to OCC's attention that the SFPD does not have a written policy on handling animals of arrestees. Discussion with SFPD's Vicious and Dangerous Animals Unit reinforced the need for a Department Bulletin and officer training on this subject.

Prepared by:


River Ginchild Abeje
Policy and Outreach Specialist

Approved by:


Mary C. Dunlap 8/31/99
date
Director

Policy Recommendation
Office of Citizen Complaints
Third Quarter 1999
Reference #665-98; Department Bulletin 98-73; CVC 21202
Investigated by Irene Rapoza
Subject: Bicycle Riding in Lanes of Traffic

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department clarify Department Bulletin 98-73.

General Background:

The general rule is that persons operating a bicycle, at a speed less than the normal speed of traffic, shall ride as close as practicable to the right-hand curb or right-hand edge of the road with four exceptions. The recitation of CVC 21202 in bulletin 98-73 incorrectly places CVC 21202 (b) as a 5th exception to CVC 21202(a). Read as a subset to (a), this "5th" exception in conjunction with the bulletin "clarification" (below) has led cyclists to believe, erroneously, that they may ride in the center of the left lane on a single direction multi-lane road, which is contrary to state law.

Department Bulletin 98-73, reads in pertinent part, "Clarification: When a bicycle is to the right in a lane, but maintaining a safe distance from parked vehicles, in order to avoid car doors suddenly opened by motorists, this may narrow the lane to the point where it can no longer be shared safely by both the bike and the vehicle. In this instance the bicycle owns the lane and a vehicle must change lanes in order to pass. A bicyclist is not impeding the flow of traffic under these conditions."

CVC 21202 (a) Any person operating a bicycle upon a roadway at a speed less than the normal speed of traffic moving in the same direction at that time shall ride as close as practicable to the right-hand curb or edge of the roadway except under any of the following situations:

- (1) When overtaking and passing another bicycle or vehicle proceeding in the same direction.
- (2) When preparing for a left turn at an intersection or into a private road or driveway.
- (3) When reasonably necessary to avoid conditions (including, but not limited to, fixed or moving objects, vehicles, bicycles, pedestrians, animals, surface hazards, or substandard width lanes) that make it unsafe to continue along the right-hand curb or edge, subject to the provisions of Section 21656. For purposes of this section, a "substandard width lane" is a lane that is too narrow for a bicycle and a vehicle to travel safely side by side within the lane.
- (4) When approaching a place where a right turn is authorized.

(b) Any person operating a bicycle upon a roadway of a highway, which highway carries traffic in one direction only and has two or more marked traffic lanes, may ride as near the left-hand curb or edge of that roadway as practicable.

Policy Recommendation

Office of Citizen Complaints

Third Quarter 1999

Reference #665-98; Department Bulletin 98-73; CVC 21202

Investigated by Irene Rapoza

Subject: Bicycle Riding in Lanes of Traffic

Case Background:

Complainant was riding a bicycle in the center of the left lane on Fell Street, a single direction multi-lane roadway. As vehicular traffic slowed behind the bicyclist, the bicyclist was instructed by an officer to move to the right lane near parked cars. The bicyclist refused and asserted that Department Bulletin 98-73 supported his contention that he was riding within department policy. He informed the officer that he had been involved in outreach efforts between the department and bicycle activists that had resulted in the Department Bulletin 98-73. The bicyclist also recounted a previous experience in which he had been injured by a car door opened suddenly by an inattentive driver. The officer cited the bicyclist pursuant to CVC 21202. The citation was later dismissed due to incorrect coding on the citation.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 8/13/99
Mary C. Dunlap date
Director



Policy Recommendation
Office of Citizen Complaints

Third Quarter 1999

Reference: OCC # 0389-98; DGO 5.05¹; California Vehicle Code 27001(a) + (b)²
Investigated by Sergei Litvinov

Subject: Use of Vehicle Horns

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department review training protocols and provide clear written guidelines to ensure that members are properly instructed on the appropriate use of vehicle horns.

Case Background:

Complainant, concerned for the safety of residents and a person slouched in a driveway, contacted the department. The responding officer noted, from the vantage point of the patrol car, that the person had soiled himself. The officer sounded the vehicle horn. In an OCC interview the officer stated that he had used the horn to roust the person from the driveway. The person stood up and staggered away. There was no further interaction between the officer and the person.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 7/28/99
Mary C. Dunlap date
Director

¹ §II.A. Response and Pursuit Driving: Respond directly to the assignment and observe all traffic laws and regulations.

² California Vehicle Code 27001. (a) The driver of a motor vehicle when reasonably necessary to insure safe operation shall give audible warning with his horn. (b) The horn shall not otherwise be used, except as a theft alarm system which operates as specified in Article 13 (commencing with Section 28085) of this chapter.

Policy Recommendation
Office of Citizen Complaints
Third Quarter 1999

Reference: OCC # 580-99; 957-98; 700-98; 680-98; 618-98; 579-97; 212-96
Unit Orders 97-001, 89-01, 94-05

Investigators: David Aulet, Richard Kung, Sergei Litvinov, Dennis Maxson, Cheri Toney and Mark Scafidi

Subject: Recording Operations of the Vice Crimes Division

Recommendation: The Office of Citizen Complaints recommends that, during continued implementation of the recording of prostitution abatement incidents, the San Francisco Police Department:

- (1) procure state-of-the-art listening and recording devices,
- (2) update member training on proper operation of the devices,
- (3) establish systematic procedures for conducting and recording incidents,
- (4) provide written guidelines regarding the chain of custody of recordings,
- (5) maintain access logs and
- (6) obtain secured facilities for storage of recordings

to ensure that surveillance recordings are usable and safeguarded to prevent overdubbing, deletions, loss of recordings or unauthorized access.

Background:

The OCC has received numerous complaints in which investigations have yielded partially or totally inaudible recordings that purport to document incidents of solicitation for prostitution. Recordings are stored in an unsecured location and no log is maintained to track access to the recordings. In response to OCC's investigations, officers reported that 10 - 25% of the recordings of these operations contain sections of tape that are unintelligible due to malfunctioning equipment and/or human error.

The general availability of advanced recording equipment makes a 10 - 25% error rate unsatisfactory for purposes of both officer safety and providing evidence as to allegations of illegal activity. As to officer safety, "decoy" officers in a prostitution abatement operation may depend on the devices to relay sounds from an unfolding scene to back-up units. Information relayed via the recording equipment informs back-up officers if and when the situation becomes dangerous to the "decoy" officer. As to probity of tape recordings, a key element of admissibility in a criminal case is whether or not the recorded evidence is usable and unadulterated. Also, frequent occurrences of scrambled, arguably "overdubbed" or missing tapes may lend an appearance of improper manipulation or even corruption to Department operations.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 8/30/99
Mary C. Dunlap
date
Director

Policy Recommendation
Office of Citizen Complaints
Fourth Quarter 1999

Reference: OCC # 1060-97; DGO 3.01; Bulletin 96-184; SFPD 184

Investigator: David Aulet

Subject: Distribution of Written Communications

Recommendation:

The OCC recommends that the San Francisco Police Department improve the written communications distribution system to its members.

Background:

In the underlying case, the officer used an outdated and unauthorized Certificate of Release Form. This form serves as an acknowledgment and record of custody for detained persons. A Department Bulletin, issued fourteen (14) months prior to the incident, mandated use of a revised certificate of release form and destruction of earlier versions of the document. The officer stated that the forms available at the station had not been updated, and the officer denied receipt of the instructional bulletin. The officer's assertions were supported by OCC investigations that revealed that the Department's written communication distribution system is sporadic.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 11/10/99
Mary C. Dunlap
Director

Policy Recommendation
Office of Citizen Complaints
Fourth Quarter 1999
Reference 97-949; Health and Safety Code § 11362.5
Investigated by David Aulet
Subject: Medical Marijuana; Enforcement of Health and Safety Code § 11362.5

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department

1. create written policy and protocols for handling, processing and return of medical marijuana possessed by detainees and arrested persons.
2. not seize cannabis club or similar identification cards without a valid need.

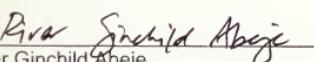
General Background:

State Proposition 215 (commonly known as the "Medical Marijuana/Compassionate Use Act") was approved by voters in 1996. The statute's ambiguities have caused uncertainties in law enforcement, sometimes leaving qualified patients unprotected and or inconvenienced. Several law enforcement agencies have instituted written policies and procedures to identify and resolve local implementation issues. However, no Departmental policy or protocols interpreting the code's enforcement have been created in San Francisco. In September 1999, State Senate Bill 848, which would have clarified some of the statute's ambiguities, was placed in the legislature's inactive file. Also Governor Davis indicated that he would veto any similar bill. These actions indicate that further guidance from the state legislature is highly unlikely in the near future.

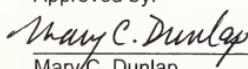
Case Background:

A search incident to complainant's arrest led to the confiscation of one marijuana cigarette that was booked as "evidence — medicinal marijuana." Complainant was not charged with possession of contraband. The supervising officer informed complainant that the Department was obligated to categorize the medicine as evidence. Evidence is defined by the Department as "property (except narcotics) or money that is related or possibly related to a crime." Six weeks later, the Municipal Court of San Francisco acknowledged the physician's recommendation of medical marijuana for complainant's symptoms, and ordered the Department to return complainant's medical marijuana.

Prepared by:


River Ginchild Abeje
Policy and Outreach Specialist

Approved by:


Mary C. Dunlap 11/10/99
date
Mary C. Dunlap
Director

Policy Recommendation
Office of Citizen Complaints
Fourth Quarter 1999
Reference: OCC # 0763-98; Booking and Detention Manual
Investigator: Eileen Grady
Subject: Access to Telephones for Detainees

Recommendation:

The OCC recommends that the San Francisco Police Department provide telephone access to persons who are displaced by Department action and detained at a police facility.

General Background:

Current Department policy allows access to telephones within three (3) hours to persons who have been booked or arrested. However, persons detained at a police facility, who may need, for example, to arrange for dependent care and or transportation, do not receive this minor but important accomodation.

Case Background:

Complainant, a registered nurse, was witness to a vehicle collision that involved a woman and an infant. Complainant remained at the scene in order to offer assistance to injured persons and to provide information to responding officers. A paramedic rejected complainant's offer and shoved her aside physically which caused an altercation. An officer, mistakenly believing that complainant's agitated state was due to the influence of drugs or alcohol, ordered field sobriety tests which complainant could not complete to his satisfaction. Complainant was taken to a District Station where a breathalyzer test was conducted which indicated that complainant was not under the influence of alcohol. The detention ended at half past midnight. Complainant's request to use a telephone to arrange for transportation home was denied.

Prepared by:

River Ginchild Abeje
River Ginchild Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 11/16/99
Mary C. Dunlap date
Director

DEFINITIONS OF ALLEGATIONS

Unnecessary Force (UF): Any use of force which exceeds the level of force reasonably needed to perform a necessary police action.

Unwarranted Action (UA): An act or action not necessitated by circumstances or which does not effect a legitimate police purpose.

Conduct Reflecting Discredit (CRD): An act or action which, by its nature, reflects badly on the Department and undermines public confidence.

Neglect of Duty (ND): Failure to take action when some action is required under the applicable laws and regulations.

Racial Slur (RS): Behavior or use of language meant to belittle or defame because of race or ethnicity.

Sexual Slur (SS): Behavior or the use of language meant to belittle or defame because of sex or sexual orientation.

Discourtesy (D): Behavior or language commonly known to cause offense, including the use of profanity.

DEFINITIONS OF FINDINGS

Sustained (S): A preponderance of the evidence proved that the conduct complained of did occur, and that using as a standard the applicable regulations of the Department, the conduct was improper.

Not Sustained (NS): The investigation failed to disclose sufficient evidence to either prove, or disprove the allegation made in the complaint.

Proper Conduct (PC): The evidence proved that the acts which provided the basis for the allegations occurred; however, such acts were justified, lawful, and proper.

Unfounded (U): The evidence proved that the acts alleged in the complaint did not occur, or that the named member was not involved in the acts alleged.

Policy Failure (PF): The evidence proved that the act by the member was justified by Departmental policy, procedure, or regulation; however, the OCC recommends a change in the particular policy, procedure, or regulation.

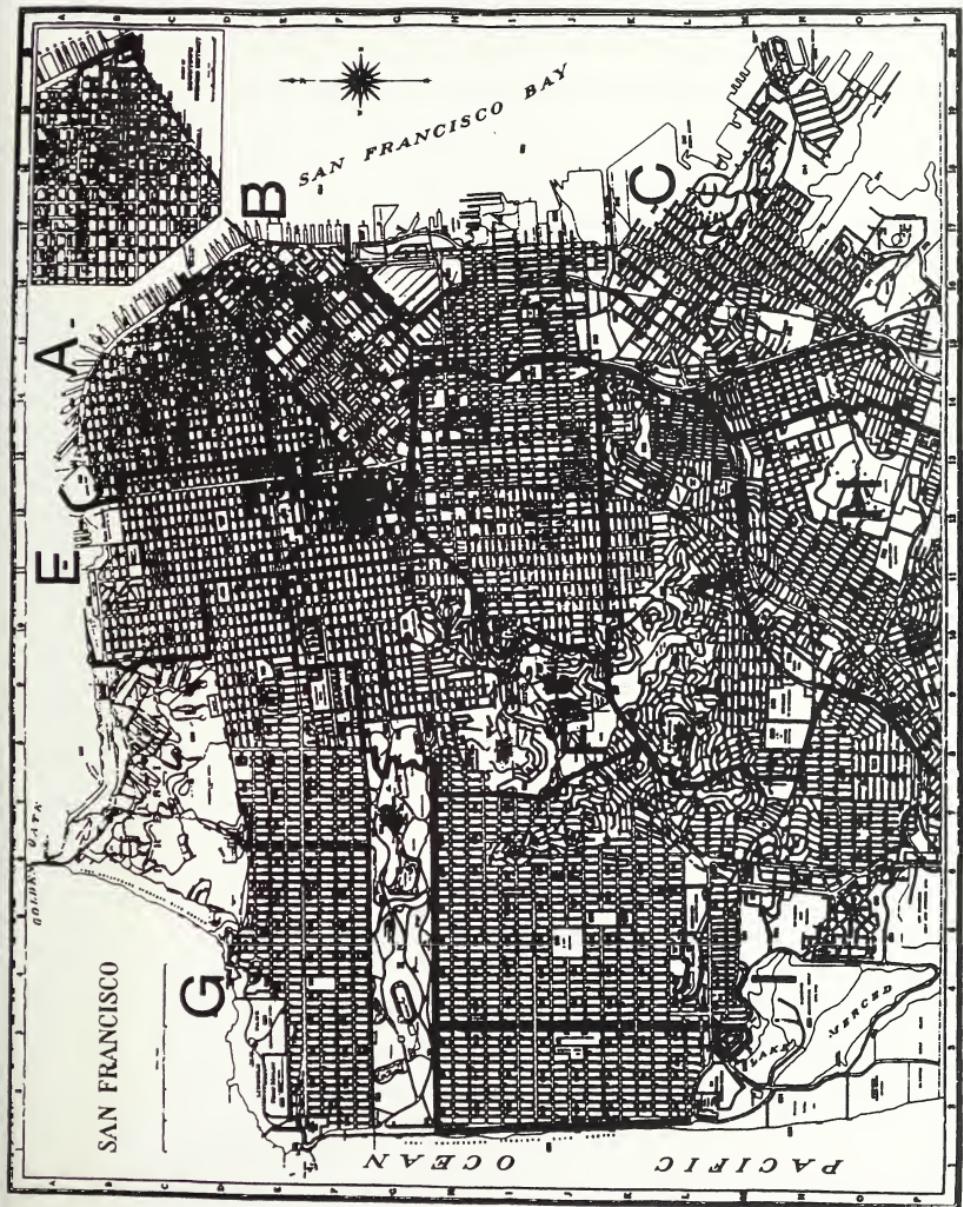
Supervision Failure (SF): The evidence proved that the action complained of was the result of inadequate supervision when viewed in light of applicable law; training; and Departmental policy and procedure.

Training Failure (TF): The evidence proved that the action complained of was the result of inadequate or inappropriate training; or a absence of training when viewed in light of Departmental policy and procedure.

Information Only (IO): The evidence proved that the action complained of did not involve a sworn member of the Department; or that the action described was so obviously imaginary that their occurrence is not admissible by any competent authority. Information Only allegations are not counted as complaints against sworn members of the Department. Complaints against non-sworn employees of the Department are referred to Management Control Division. Complaints against employees of other agencies, are referred to the appropriate agency.

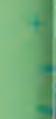
No Finding (NF): The complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint.

Mediation (M): By mutual agreement of the complainant and the accused member, the complaint was mediated and resolved in a non-disciplinary manner.









2000 ANNUAL REPORT OF

The
Office of
Citizen
Complaints

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*an agency reporting to the
San Francisco
Police Commission*

City and County of San Francisco
Willie L. Brown, Jr., Mayor
Report Presented By: Mary C. Dunlap,
Director, Office of Citizen Complaints





Staff of the OFFICE OF CITIZEN COMPLAINTS (3/15/01)

Front Row (L to R): Kenneth Young; Erick Baltazar; Heidi Machen; Jean Field; Laura Tham; Christina Wong; David Aule; Middle Row (L to R): Mark Scafidi; Sergei Litvinov; Karol Heppe; Mary Irvas; Pat Dalton; Cheri Toney; Helen Garza; Dennis Maxson; Jessica Cole; Linda Taylor; Pat Grigorek; Back Row (L to R): Donna L. Medley; Lorrie Tanioka; Charles Gallman; Katrina Jones; Irene Raposa; Mary Dunlap. Not Pictured: River Abbie; Jose Avila; Alan Barnes; Diana Christensen; Kassi Jammei; Florence Kwok; Gwen Lancaster; Samara Marion; Ed McMahon; Vanetta Smith; Jayson Wechter; Wiwi Widjaja.

Photo Credit: Maureen C. Mason



STAFF OF THE OFFICE OF CITIZEN COMPLAINTS
(as of 3/31/01)

Director: Mary C. Dunlap

Trial Attorneys:
Jean Field, Heidi Machen, Samara Marion

Policy & Outreach Specialist: River Abeje
Special Investigator: Diana Christensen

Chief Investigator: Donna L. Medley

Senior Investigators:
Charles Gallman, Dennis Maxson, Cheri Toney

Investigators:
David Aulet, Erick Baltazar, Alan Barnes,
Jessica Cole, Pat C. Dalton, Helen Garza,
Karol Heppe, Mary Ivas, Kasi Jammeh,
Katrina Jones, Sergei Litvinov, Ed McMahon,
Irene Rapoza, Mark Scafidi, Jayson Wechter,
Kenneth Young

Administrative Staff:

IS Business Analyst: Lorrie M. Tanioka

Senior Accounting Clerk: Laura Tham

Principal Clerk/Chief of Administration:
Linda Taylor

Senior Clerk/Typist: Pat Grigerek

Clerk/Typists & Receptionists:
Florence Kwok, Gwen Lancaster,
Vanetta Smith, Wiwi Widjaja, Christina Wong

Student Intern: Jose Avila

TABLE OF CONTENTS

Letter Presenting Report	4
Report	6
I. OCC STAFF GROWTH/CHANGES	6
II. OCC CASELOAD	11
III. OCC PUBLIC CREDIBILITY AND COMMUNITY RELATIONS	23
IV. OCC/SF POLICE DEPARTMENT RELATIONS	32
V. CONCLUSION	35
Index to Attachments	37
Attachments	38

TO: Hon. Members, San Francisco Police Commission
c/o Hon. Sidney Chan, President
Hall of Justice, 850 Bryant Street
San Francisco CA. 94103

RE: OCC 2000 Annual Report

Dear President Chan and Police Commissioners:

I am pleased to present the 2000 Annual Report of the Office of Citizen Complaints, for review by the Commission and for the information of the public. As the report conveys, 2000 was a full, busy year for OCC, marking further progress in: staffing and staff development; caseload management and backlog reduction, and related IS/IT improvements; presentation of sustained cases at Chief's level, and filing of charges of serious misconduct with the Police Commission; advancement of OCC policy recommendations; and, community outreach and public education.

Highlights of OCC operations in 2000 include:

- ❖ increasing efficiency in handling of OCC complaint caseload (1089 closures in '00, for an average of 7.1 complaints closed per investigator per working month), including steady, substantial diminution of OCC's backlog, measured, in part, by reduction of the agency's total cases pending, from 575 (12/31/97), 556 (12/31/98) and 509 (12/31/99) to 426 (12/31/00), while maintaining acuity of analysis by OCC investigative staff as to citizen complaints, measured, in part, by total allegations (4.78 average) identified per complaint;
- ❖ methodical accuracy of OCC findings as to sustained allegations of misconduct, measured, in part, by the rate at which OCC sustained complaints were upheld at Chief's level (with 92.7% (89/96) of OCC sustained cases upheld, of cases decided at Chief's level on their merits);
- ❖ filing by OCC of new charges to the Police Commission in several serious disciplinary matters, as well as pursuit of resolutions as to pending charges filed prior to 2000;
- ❖ adoption by SFPD, and commencement of implementation as to, more than two dozen policy recommendations made by OCC to SFPD and the Police Commission during 1996-1999
- ❖ hiring to OCC's permanent staff of Lorrie Tanioka, IS Business Analyst, and achievement of an E911 connection by OCC, significant progress in design and implementation of OCC's long-awaited new database, and improved training and use of technology throughout OCC

During 2000, OCC staff also confronted obstacles, both chronic and acute, to the completion of the agency's work. The hardest of these obstacles within OCC included: continuing unavailability of OCC's much-needed, overdue and long-anticipated complaint database, and the slowness of LAN hardware and software in great need of upgrading; employee turnover in some of OCC's staffing groups, including departures and long-term absences in several investigative and administrative positions; and, the rigors of completing investigations efficiently, and consistent with application of a one-year statute of limitations as to sustained complaints by OCC, when OCC is not in control of the evidence and witnesses necessary to our investigations and findings.

Outside OCC, obstacles included non-cooperation with OCC investigations (despite City Charter section 4.127 and SFPD DGO 2.04's policy of SFPD cooperation with OCC) from various pockets of resistance to OCC's mission of universal accountability of SFPD sworn officers to all persons in or of San Francisco. Helping OCC overcome some of this resistance has been SFPD's Management Control Division, under the leadership of Lt. John Hennessey. SFPD's Management Control Division received a total of 27 "blue folders" from OCC in 2000 ("blue folders" by OCC staff to SFPD report alleged failure by an officer to timely serve, or return answers to, interrogatories, to appear for a duly noticed interview, or, obstructing an OCC investigation). SFPD sustained OCC's allegations of failure to cooperate and imposed discipline upon officers in 27 of 28 (96.4%) of the "blue folder" cases resolved by SFPD in 2000.

As independent as OCC must be in seeking the truth about complaints, it also remains true that the cooperation of SFPD and its members, from top command personnel to every Q2, in providing records, evidence and testimony, and otherwise assisting OCC to timely and rigorously conduct our investigations, remains crucial to OCC's correct disposition of citizen complaints. Equally and interdependently, SFPD's and its every sworn member's cooperation with OCC are key to the dispensation of fair, prompt and accurate discipline of officers by SFPD and by the Police Commission, in sustained cases, as well as to effective exoneration of officers wherever warranted.

Please let me conclude this letter as I did a year ago, by inviting you to visit us on the Web at: ci.sf.ca.us/occ

With best regards,

MARY C. DUNLAP
Director, Office of Citizen Complaints
Letter and OCC 2000 Annual Report Submitted 4/11/01

I. OCC STAFF GROWTH/CHANGES

In 2000, OCC substantially accomplished full staffing, as defined by the 1/150 line investigators-to-SFPD sworn officers ratio in City Charter section 4.127, to the following extent: an average of 12.7 investigators served OCC for each full calendar month during 2000. Given that SFPD sworn officer staffing levels varied between 2000-2150 officers during the year (with increases due to SFPD's active recruitment and Police Academy classes for new officers), OCC's ratio of line investigators to SFPD sworn officers closely approximated the Charter-mandated formula for year 2000. OCC also received and promptly filled one (1) new #8124 Investigator position, based on increases in SFPD's sworn ranks during FY '00-'01, bringing the total FTE's for the OCC Investigator position to sixteen (16).

OCC experienced departures by four (4) persons from the (#8124) Investigator position during 2000, and, accordingly, welcomed four new line investigators to the agency, during 2000 and early 2001: they are Alan Barnes, Jessica Cole, Katrina Jones and Kenneth Young. To date, these four probationary OCC Investigators are meeting and exceeding their shares in agency goals and work expectations, under the close supervision and planful training of their assigned senior investigators, Charles Gallman and Cheri Toney, as well as through guidance from attorneys Jean Field, Samara Marion and Heidi Machen, senior

investigator Dennis Maxson, administrative chief Linda Taylor and her staff, with assistance as needed from more experienced OCC Investigators, and through the active case and personnel management of OCC Chief Investigator Donna L. Medley and of the OCC Director. The continuing success of these new OCC Investigators in their positions is fully, gladly expected.

OCC's legal team lost attorney James Rodriguez, and then gained attorney Samara Marion, a highly experienced criminal defense counsel, law professor and legal scholar, who joined OCC Attorney Jean Field at the OCC in May, 2000. During the first part of 2001, while Ms. Marion gave birth to and is co-parenting a new infant, the talents and energy of Attorney Heidi Machen have been brought to OCC's legal team. Showing professional strengths to match their substantial responsibilities, these OCC attorneys have done excellent work in preparing and prosecuting officer disciplinary cases at the Chief's and Police Commission levels, while regularly and capably assisting OCC staff in the analysis of cases, complaints and issues.

On the Information Systems/Information Technology (IS/IT) front, OCC has been blessed by the achievements of permanent IS Business Analyst Lorrie Tanioka. Under Ms. Tanioka's direction, a stunning array of tasks related to OCC's LAN (Local Access Network), and to OCC's connectivities to SFPD and the City's new E911 resources, have been accomplished. Arriving at OCC in March, 2000, Ms. Tanioka has helped OCC staff members to solve a host of problems about PC workstation technology, ergonomics, Web

access, research and word processing, while putting OCC's long-awaited and much-needed new database project in concrete reach. With the existing database's volume of officer records (1986-2000) already migrated to the new database, OCC anticipates an cutover date of May, 2001 for officewide implementation. Ms. Tanioka's comprehensive study of OCC's business requirements, completed just a few months after she began with OCC, and resulting in a meticulously prepared several-hundred page report to the Department of Telecommunications and Information Technology ("DTIS") covering OCC's telecommunications and IT needs, her expedition of the design, with numerous adjustments, of OCC's highly user-friendly new database, and Ms. Tanioka's excellent communications and teamwork with both OCC users and DTIS experts comprised a constellation of achievements greatly benefitting OCC's personnel, resources and mission, during Ms. Tanioka's first year here.

Within OCC's relatively small administrative staff (total of 7 positions, including accounting and IS/IT, as of FY '00-'01), year 2000 brought a number of employee departures, as well as several long-term absences due to (non-work related) illnesses and injuries. Turnover in these administrative positions, especially the 1424 Clerk/Typist position, has been due in part to the temporary nature of available employment in those particular positions from which permanent incumbents have been lengthily absent.

Fortunately, OCC has been able to stabilize the administrative staff, for the time being, by appointment of Christina Wong to a permanent vacancy and by the services of Florence Kwok and Wiwi Widjaja in (at least currently) temporary positions. These three new OCC staff members have demonstrated significant relevant administrative experience, and have shown good attitudes towards OCC's mission, in their efforts here so far. Approval of OCC's request for one additional clerk/typist and for one transcriber/typist, via the FY '01-'02 budget, if granted by the Mayor and Board of Supervisors, will assist materially in overcoming the vulnerability of OCC to administrative shortstaffing. In the interim, administrative chief Linda Taylor, senior clerk/typist Pat Grigerek and senior accounting clerk Laura Tham, as well as all administrative staff members holding positions here during 2000 and through the present, are to be commended for their big shares in handling OCC's many administrative and clerical burdens --- such as finishing casework, typing letters, handling reception of complainants and others, inputting data into OCC's database system, and keeping hard copies of required records organized and flowing to outside sources, especially to SFPD --- that mount during periods of uneven availability of personnel.

OCC staff development continues to be emphasized, through and beyond transitions of OCC personnel. Police Academy and POST course participation, attendance at outside trainings and in-staff briefings, ride-alongs with SFPD for investigative staff

members (8 hours per year minimum required), attendance at SFPD-community dialogues and meetings, and numerous other opportunities for training have been embraced by OCC staff. From tours of the new E911 facility and new Tenderloin District SFPD offices (with special thanks to Senior Investigator Gallman for coordinating, and to the management of these facilities for including us), and attendance by OCC administrative and senior investigative staff members at the Mayor's 3rd Annual Women's Summit, and in classes on improving quality of services to the public from the City's Department of Human Resources, to participation by Director Dunlap and Chief Investigator Medley in three days of workshops and seminars at the National Association of Civilian Oversight of Law Enforcement (NACOLE) annual conference in Kauai, Hawaii, and in a wide assortment of other job-oriented educational offerings, OCC staff energetically pursued development and training throughout 2000.

OCC staff members, from the newest to the most experienced, received active encouragement and support from supervisors and managers to learn new skills and improve existing ones. Training plans have become a matter of course in the supervisor's relationship with reporting staff members at OCC. Moreover, while experienced OCC staff were encouraged to share skills and labor-saving tips with our several newer staff members, newer staff also brought in their own special mixes, rich with fresh ideas, new perspectives and intellectual curiosity, and with questions of every size and shape, as well as their own

distinctive educational and work experience backgrounds relating to their OCC positions. So, the OCC staff in 2000 underwent change and growth, both chosen and unbidden, while keeping and improving practice of work-centered norms of productivity and efficiency (as illustrated in the remaining sections of this report).

II. OCC CASELOAD

OCC celebrated another year (the fourth in a row, to be exact) in which the agency made demonstrable progress in lessening the number of pending cases by year's end. Credit for this feat must go to OCC's investigative and administrative personnel. OCC investigators closed an average of 7.1 complaints per investigator per month during 2000 (adjusting for absences and vacancies in the 8124 Investigator position, which, as observed in Section I., was filled on the average by 12.7 personnel per month). The rate of availability of 8124 Investigators throughout 2000 was calculated in a special report to the Director from OCC Senior Accounting Clerk Laura Tham, who studied and enumerated the exact extent of absences and vacancies in the affected position (8124 Investigator) throughout 2000, in order to derive the 12.7 average figure as to Investigator availability in 2000.

The achievement of a 7.1 complaint closure average per month by OCC's Investigators substantially satisfied the goal of 8

closures average per month that began to be implemented at OCC during 1997, and which has been carried forward, through case management tools such as month-by-month lists of cases to be closed that are produced by all investigators, working closely with their supervisors. Alongside those OCC Investigators who met or substantially met their case closure goals in 2000, OCC Chief Investigator Medley (nominated to the Mayor's Fiscal Advisory Committee's and the SF Chamber of Commerce's "Managerial Excellence Awards" in 2000) and Senior Investigators Gallman, Maxson and Toney, must be applauded for their instrumental work in investigative caseload management and employee supervision, training, guidance and evaluation. Administrative staff, headed by Principal Clerk Taylor, also must take a big bow, for their steady and capable handling of growing volumes of paper and digital documentation, and of in-person, telephonic and other communications with thousands of people, including no small numbers of distraught, angry, hostile, confused, injured and vulnerable ones, concerning OCC complaints.

Achievement of 7.1 average closures per month enabled OCC, overall, to close 1089 cases in 2000 (3% less than in 1999, but 4.5% more than in 1998). As of the end of 2000, OCC had 426 cases pending (16% less than end of 1999 (509), 23% less than end of 1998 (556), and 26% less than end of 1997 (575)). Of the cases pending as of 12/31/00, 1 was filed in 1996, 1 was filed in 1997, and only 9 were filed in 1998 (of which 3, or one-third of

the total 1998 cases pending as of 12/31/00, involve complex investigations of Officer-Involved Shooting ("OIS") situations).

Moreover, only 27 cases filed in 1999 (6.3% of total pending) were pending as of the end of 2000, by contrast to 75 cases filed in 1998 (14.7% of total pending) that were pending as of the end of 1999, and 80 cases filed in 1997 (14.4% of total pending) that were pending as of the end of 1998. This reduction in number of pending cases more than a year old directly contributed to a healthy overall reduction of end-of-year caseloads.

In sum, as of the end of 2000, OCC had significantly fewer old(er) cases pending, and significantly fewer cases pending overall, compared with each of the prior three years. These comparisons demonstrate balanced progress by OCC in reducing the backlog of filed complaints, speeding up the average length of time expended between filing and closure (i.e., the duration of an investigation), and are the direct result of imposing and implementing case management accountabilities within OCC as to cases pending and case closures.

These reductions in overall cases pending and in the numbers of oldest cases pending would be praiseworthy in and of themselves. In addition, and of vital importance in assessing OCC's investigative performance as to caseload in 2000, these notable improvements in the efficiency of OCC's investigations (to wit., overall caseload reduction with marked reduction in backlog of oldest cases) were accomplished while OCC perpetuated

an already-reported increase in the thoroughness of analysis and completeness of investigation of citizen complaints.

As originally reported by OCC to the Police Commission in a special report entitled, "Performance and Productivity as to Complaint Caseload" (6/30/99), and established by the data in Tables 1 and 2 therein, since reprinted in pertinent part in "Public Accountability of Police Officers and Institutions: The San Francisco Experience as Model and Microcosm", M. Dunlap, pp. 7-9, State Controller's Quarterly (State of California, Winter 2000), available on-line at www.sco.ca.gov, the OCC's number of allegations identified per complaint increased significantly between 1989 and 1998, going from 1.88-2.81 average allegations per complaint (1989-1996) to 4.29-4.31 average allegations per complaint (1997-1998). The average allegations identified per complaint during 1999 were 4.44 (4767 allegations identified in 1074 complaints filed). In 2000, the average allegations identified per complaint were 4.78 (5035 allegations identified in 1053 complaints filed). Thus, in 2000, as in each of the three previous years, OCC staff did not simply improve the quantity of work completed; rather, staff also maintained the higher quality of analysis (and, by application, the more thorough investigation of related allegations) as to complaints that was first documented to the Police Commission in 1999.

The higher average number of allegations per complaint at OCC, in 1997-2000, illustrates at least two major features of OCC's improved handling of citizen complaints. First, OCC is not

simply accepting the complainant's assessment or belief as to what may have been wrong about any presented police encounter or situation. Instead, OCC is analyzing the presented facts against the relevant DGOs and other applicable sources of law governing officers' responsibilities. Second, OCC is identifying all officers involved in potential misconduct in its investigations (e.g., if application of the DGOs to the situation underlying the citizen's complaint suggests that an SFPD supervisor or manager may have failed to supervise, or that related duties were performed erroneously or were not performed by any SFPD officer, those allegations also will be identified, investigated and resolved by application of the relevant laws and DGOs to the found facts). For at least these two good reasons --- deeper analysis of complaint situations and more comprehensive identification of all officers involved --- the average number of allegations per OCC complaint has more than doubled during the years since 1996.

It is noted that OCC's policy and practice requiring investigative staff to identify and investigate related allegations as to a complaint, and, in appropriate cases, to name supervisors and managers for alleged failure to supervise or other alleged misconduct, was upheld against a legal challenge in Superior Court during 1998. In that case, brought by a sergeant who maintained that OCC did not have the authority to name and investigate him for alleged failure to supervise if the complainant did not specifically name or accuse him, OCC's power

and duty to identify all related allegations was upheld. The Superior Court, per Judge David Garcia, sustained the City's demurrer without leave to amend, after receiving briefs on the question of OCC's independent authority and duty under the City Charter to identify all allegations of misconduct related to the originally presented complaint of a citizen (civilian). Banta v. City and County of San Francisco et al., Case No. 995031 (Order Sustaining Demurrer Without Leave to Amend entered 7/22/98).

As discussed above concerning OCC identification and investigation of all allegations raised by a citizen complaint, OCC staff do not take complaints by citizens "at face value", in any sense of that expression. Rather, unlike most other police accountability agencies run by civilians in the United States (see below), OCC staff fully investigated 88.4% of complaints filed in 2000. (This rate is calculated as follows: all but 103 of 1053 complaints filed were determined to be in OCC's jurisdiction, and, thus, were investigated fully by OCC, except for a small number (estimated to be 20 or less, during 2000, based on the number of "No Finding/Withdrawn" outcomes as to allegations in complaints closed during 2000) that were withdrawn by complainants short of completion of the investigation, for a total of 123 out of 1053 complaints that OCC did not fully investigate in 2000)).

As reported to the Police Commission (6/30/99, as cited above), by contrast: New York City's civilian accountability agency, the CCRB, dismissed short of full investigation at least

50% of the complaints filed with it (2918 dismissed, 4825 received, and 3010 cases investigated in the reported periods) in a year (statistics for NY CCRB are from 1st half '97 and 1st half '98, which were the periods for which NYC's statistics were available to OCC as of 6/99, when OCC's first report on this subject was prepared). San Jose's auditor-monitor dismissed short of full investigation 52 of 120 (43%) of citizen complaints filed with it in 1998. San Diego's review agency as to sheriffs and probation officers dismissed short of full investigation 146 of 359 (41%) citizen complaints presented to it in 1998.

Again, OCC's improvements in efficiency and quantity of closures have not sacrificed in quality, as this agency maintains the highest known reported rate, by a civilian agency in the USA, of full investigations of citizen complaints. What is meant by "full investigation", and what is required of the intake or backup investigator whose responsibility it is to receive and investigate the complaint, is generally as follows:

(1.) The fact situation presented by the complaint is closely analyzed by the investigator, with his/her analysis reviewed by his/her supervisor and, in all cases alleging the most serious types of misconduct, by the Chief Investigator, to determine what SFPD DGOs may have been violated, to identify all related allegations, to identify all officers potentially responsible,

(2.) The investigator works to identify and locate witnesses, both among civilians and within SFPD, including

preparing and serving written questions on named and witness officers as well as interviewing officers in person in all appropriate cases, including every sustained case, and

(3.) The investigator synthesizes all available evidence, in writing, to enable a factual determination as to whether the alleged element(s) of misconduct occurred ("Sustained"), did not occur ("Unfounded"), occurred but were appropriate, lawful or proper ("Proper Conduct"), or cannot be proved or disproved ("Not Sustained"), or should be resolved by another applicable finding, by a preponderance of the evidence.

In sum, during 2000, OCC has handled its citizen complaint caseload successfully, in both quantitative and qualitative terms. OCC has achieved thoroughness and efficiency in the investigation and resolution of citizen complaints. The numbers measuring OCC's productivity and timeliness in investigating and closing cases during 2000, as discussed above, show these achievements and this progress in caseload management and backlog abatement.

The rate of sustained complaints for 2000 is roughly average, compared with prior recent years. OCC sustained 8.2% (89 of 1089) of the complaints it closed in 2000, as compared with 88% (99/1123) in 1999, 10.4% (108/1043) in 1998, and 10.3% (101/979) in 1997. In late 1998, at SFPD's request, OCC began sending all "Failure to Comply with DGO 2.04" reports (to wit., "blue folders", which contain reports alleging failure of officers to cooperate with OCC investigations and perform related

responsibilities, such as serving interrogatories, answering questions, appearing for interviews, not obstructing interviews, and the like) to Management Control Division of SFPD, for SFPD's investigation and resolution, rather than OCC investigating and sustaining such allegations itself. During 2000, OCC sent a total of 27 such "blue folders" to MCD; SFPD sustained and imposed discipline upon officers as to 27 of 28 blue folders (not all received during 2000 by MCD) resolved during 2000.

If OCC had continued the practice in 2000 of sustaining these "DGO 2.04/failure to cooperate" cases itself, and of counting these cases in OCC's sustained rate (as was done in and before 1998), the total sustained rate in 2000 for OCC would be 10.7% (116/1089). Instead, the 8.2% sustained rate as to citizen complaints for 2000 includes only cases investigated by OCC where misconduct allegations as to citizens were "Sustained".

It is necessary to reiterate, especially for those who may be new to these reports, that OCC has no goal or target for number or percentage of sustained complaints. Instead, resolution of a citizen complaint to OCC is governed by the results of a factual investigation, as described in detail above. Those who would propose to measure OCC's effectiveness by the number of cases that are "Sustained" in a given period, like those who would propose to do so by the number of cases in which "Proper Conduct" and "Unfounded" findings emerge, miss the gist of what OCC is about: this is a fact-finding agency, concerned with determining what happened, and applying the law, regardless

of the popularity of particular outcomes, or the receptivity of any interest group to a particular finding.

During 2000, OCC presented 96 sustained cases at Chief's level for disciplinary action that were decided by the Chief's designee on their merits. Of those 96, the Chief's designee upheld OCC's sustained findings and imposed discipline in 89 cases (92.7%).

Additionally, the Department determined not to proceed ("No Further Action") in 18 cases sustained by OCC. 13 of these 18 cases (72%) were determined to present a showing of untimeliness, in the judgment of the Chief's designee, on the part(s) of OCC and/or of SFPD, in completing their respective and overlapping responsibilities as to the affected sustained complaints; the other 5 cases involved other considerations warranting dismissal (e.g., the named officer retired). OCC is and has been actively and aggressively seeking to bring down the number of sustained cases lost to timeliness concerns, whether caused by OCC, by SFPD, or both. With OCC's case management and backlog reduction working neatly, as reported, it is expected that OCC's part in the responsibility for causing sustained cases to become untimely (due to unnecessary length of pendency of a case with OCC) should significantly diminish in and beyond 2001.

Finally, two other reportable outcomes of sustained complaints from OCC forwarded to SFPD that occurred during 2000 were as follows:

- ✓ SFPD disposed of the OCC's sustained allegations against a group of officers in a complaint related to the Mark Garcia death-in-custody controversy by a determination by the Chief to dismiss the allegations and to hold that the officers had engaged in "Proper Conduct" in the situation, following a two-day hearing and presentation of evidence to the Chief's designee by OCC, and of defenses by the named officers and their representatives; and,
- ✓ Several pending disciplinary actions resulting from a total of 21 allegations sustained by OCC (including 8 allegations of "Unnecessary Force"), in five (5) separate sustained cases filed with Management Control Division by OCC against a single officer, as well as several other cases that OCC was preparing to sustain, were concluded as "No Further Action" by SFPD, due to that officer's resignation from SFPD.

OCC also maintained its mediation program during 2000. While only 5 cases were mediated during 2000, 20 sets of officers and complainants were found qualified for and were invited to mediation, and 13 mediations were pending at year's end. OCC investigators recently have been invited and trained to provide more information to complainants about mediation in the early stage of complaints, with the intention of bringing more cases, where appropriate, into mediation. As one veteran SFPD officer

who participated in a mediation informed the OCC Director about the mediation process, "It's great! People hear each other." OCC remains committed to expansion of the mediation program, within the boundaries that only suitable cases can be mediated, and that only eligible officers (having appropriate disciplinary records, as determined by SFPD in each case) and willing complainants can participate.

During 2000, 81 requests for investigative hearing (granted on specific grounds, such as error by OCC in its investigation, new evidence, or other reason(s) requiring investigative hearing) were received, and 10 investigative hearings were held. As in prior years, in determining proper disposition of each of the 81 investigative hearing requests in 2000, the OCC Director personally reviewed the entire file as to every case in which a request for investigative hearing was received, and the Director also required and considered a separate factual and legal review of each such file by an OCC Attorney, wherever appropriate. Ideally, investigative hearings enable the OCC, and the parties to a complaint, to have the benefit of findings from an Investigator Hearing Officer acting as an outside, neutral judge of the facts, in those relatively few cases where the rule as to investigative hearings, as applied to the case, establishes grounds for this special step. Those Investigative Hearing Officers, consisting of attorneys working *pro bono publico*, have given steadily and generously to make this part of OCC's investigative process function well.

In behalf of the Chief of SFPD, OCC filed new charges to the Police Commission alleging serious misconduct in seven (7) new cases, naming a total of ten (10) officers, during 2000. On a docket also containing several sets of charges pending from prior years, OCC's attorneys consistently and actively have been and are pressing these cases forward to the assigned Commissioners, and for timely and authoritative resolutions by the Police Commission, especially in the interests of those who are most negatively affected by delays in police disciplinary proceedings: complainants, the public, SFPD itself, and accused officers and representatives who genuinely seek timely resolution on the merits of charges pending against them.

On this subject, OCC respectfully reiterates its suggestion, made in OCC's 1998 Annual Report (p. 6, fn. 4), that the Police Commission develop and adopt specific written rules fixing time limits for pretrial and trial of disciplinary cases by the Commission. Such rules would serve the purposes of expedition and predictability of timing as to Commission disciplinary processes, to the palpable benefit of all who depend on the Commission to act promptly on pending disciplinary charges from SFPD, whether via OCC or MCD.

III. OCC PUBLIC CREDIBILITY AND COMMUNITY RELATIONS

In a recent article in California Lawyer magazine, police accountability scholar Erwin Chemerinsky, who is Sydney M. Irmas

Professor of Public Interest Law, Legal Ethics and Political Science at the USC Law School, and who recently completed a comprehensive study of LAPD at the request of the Los Angeles Police Protective League, calling for massive reform of Los Angeles' police management and oversight systems, in light of the "Rampart" scandal and other causes, observed in relevant part:

There must also be a better system for gathering citizen complaints. I repeatedly heard about citizens who are discouraged or prevented from filing complaints. San Francisco has created an excellent Office of Citizen Complaints; I urge Los Angeles to implement such a system.

("O'er the Ramparts We Watched", p. 25
(January 2001))

This statement by a keen observer of policing and civilian accountability controversies bears a vivid contrast to public descriptions of OCC published five years ago. Illustratively, (just prior to the appointment of the current OCC Director), Mayor Willie L. Brown, Jr. stated that the OCC "...suffers...in terms of credibility with respect to the general public." (San Francisco Daily Journal, p. 2 (5/13/96)).

The building of OCC's credibility and strengthening of OCC's community relations is an everyday, day-by-day process. It has been accomplished by several interrelated means, including:

- improving thoroughness and efficiency of OCC investigations (e.g., an average of 4.78 allegations, in almost 89% of a total of 1089 complaints closed, that

were fully investigated by OCC in year 2000, and steady reductions in numbers of cases pending by year's end (see section II., above))

- improving the rate at which OCC's sustained cases result in discipline at Chief's level (e.g., 89 of 96 (92.7%) cases sent to Chief's level by OCC resulting in "Sustained" findings being upheld and discipline being imposed), and the self-removal by resignation of an officer facing numerous pending "Sustained" allegations by OCC (see section II., above))
- improving responsiveness to communities affected by SFPD, through meetings, ridealongs, trainings of and by OCC staff members, a website, and visibility of OCC in the communities of SF (e.g., trained OCC "neutrals" monitoring First Amendment-based demonstrations and crowd control situations whenever feasible; attendance and accessibility of OCC staff at community events, such as Tenderloin-Adopt-A-Block, the Woodside Juvenile Detention Center's youth fair, a meeting of the Machen Center in the Oceanview-Merced-Ingleside neighborhood, and numerous other events)
- fulfillment of the promise of the 1/150 investigators to SFPD sworn members ratio adopted by voters effective 1996 (City Charter 4.127), and acquisition and retention of the talents and services of best qualified personnel in investigator positions as well as in legal,

supervisory, management, policy and administrative positions at OCC, as well as ongoing conscientious training and advancement of OCC's staff members

- willingness of OCC to reach out and learn from, as well as offer resources and experience to, people across the USA and from other nations who are working, as we are, on civilian accountability of police (during 2000, this outreach included receiving visitors from India, and members of the "Rampart Independent Review Panel" of LAPD (two groups); OCC's Director and Chief Investigator attending the National Association of Civilian Oversight of Law Enforcement ("NACOLE") annual conference in Kauai, Hawaii; answering inquiries from scores of city officials and community activists from cities across the US concerning OCC's operations, relationship to SFPD, the Police Commission, officers and the public; the OCC Director attending and speaking on panels, by invitation of the California State Controller, Kathleen Connell, at UCLA (11/00) (see Winter 2000 Controller's Quarterly at: www.sco.ca.gov), and by invitation of the California Association of Human Rights Organizations ("CAHRO") at a conference on policing and civilian accountability in Richmond, California (see, M. Dunlap, "Civilian Review of Police: The San Francisco Experience" CAHRO Newsletter p. 5 (Fall 2000), and further

information about CAHRO at www.cahro.org).

Also, as one of nine US municipalities' oversight mechanisms¹ selected for in-depth study by researchers for the National Institute of Justice ("NIJ"), during 1998-2000 the OCC Director and staff cooperated with Peter Finn, of Abt Associates in Cambridge, Massachusetts, and with Vincent Talucci, program monitor of NIJ, in providing interviews and documentation enabling these researchers to study OCC. The resulting NIJ report, just released, meets a major public information need.

OCC personnel are guided in our community relations approach by the wisdom of the idea that OCC serves the communities of San Francisco best by listening, being fair, and doing our jobs with utmost professionalism. As this idea was phrased by attorney Merrick Bobb, a longtime overseer of law enforcement and an implementer of accountability mechanisms as to the Sheriff's and Police Departments of Los Angeles County:

"...[t]he credibility of oversight depends on people conducting oversight being carefully informed. The formula to [overcome]...resistance to oversight is utter competence. Your work will create your credibility."

(NACOLE annual conference keynote speech, 1999, reported in "Models of Civilian Oversight: Similarities, Differences, and Expectations", Sue Quinn, p. 7 (NACOLE annual conference materials, 2000) (see also, www.Sueqq@aol.com)

¹ The other eight cities are: Berkeley, CA., Flint, MI., Minneapolis, MN., Orange County, FL., Portland, OR., Rochester, NY, St. Paul, MN., and Tucson, AZ. The report, entitled "Citizen Review of Police: Approaches & Implementation" (March 2001) is available on the NIJ website at: www.ojp.usdoj.gov/nij; hard copies may be ordered by calling NCJRS at 800-851-3420 (For TTY Users: 877-712-9279).

As in years 1996-1999, this annual report presents data as to persons making citizen complaints at OCC, in a table entitled "OCC Complainants: By Selected Demographic Characteristics" for Year 2000 (see p. 55 of this report). For what should be the final year (as OCC's new database should provide this information in a matter of minutes for years 2001 and forward), those overall demographic statistics, and the statistics reported in the text below concerning complaints of discriminatory/selective law enforcement, are "hand-ground", derived by means of the OCC Director personally studying each complaint filed with the agency during 2000, to determine the exact nature of the complaint and the reported characteristics of the person filing it, as to 100% of 1027 complaints filed in year 2000 with OCC.

As in years 1996-1999, the overall demographic statistics show a disproportionate percentage of complaints about police misconduct registered by African-American persons ("disproportionate" is used here relative to the presence of African-Americans in the SF population (10-12% of the SF population, depending on source of estimate)). Persons identifying as African-American made up 32% (347/1072) of OCC's complainants during 2000. Persons identifying as members of other populations of color, including Hispanic/Latino/a, Asian-American, Pacific Islander, Middle Eastern/Arab, Native American, and Multiracial persons, made up 25% of OCC's complainants (263/1072). These racial/ethnic minority groups reported

complaints to OCC at rates comparable to recent years, and equal to or lower than their percentages in the SF population.

During 2000, with direction from the Police Commission, SFPD began designing its new computer system to handle gathering of data as to the perceived race/ethnicity of persons stopped by SFPD officers in conjunction with traffic enforcement. When that data becomes available, it should prove helpful to those concerned with determining whether and to what extent "racial profiling" occurs in San Francisco. OCC is among those agencies concerned with this phenomenon and its features and effects in San Francisco, as noted in prior annual reports, and as reflected in some complaints of police misconduct that OCC has analyzed and investigated in recent years.

OCC received 39 complaints alleging "Racial Slurs" and 28 complaints alleging "Sexual Slurs" in 2000; during that year, OCC sustained 1 complaint of "Racial Slurs" and 2 complaints of "Sexual Slurs". In addition to these complaints about explicit racially and sexually derogatory language allegedly used by SFPD officers, OCC received and identified a total of 105 complaints claiming discriminatory/selective enforcement of the law by SFPD officers, including 73 complaints of racial discrimination, 3 complaints of gender discrimination, 3 complaints of sexual orientation discrimination, 3 complaints of gender identity discrimination, 10 complaints of discrimination based on homelessness, 1 complaint of discrimination based on mental health status, 1 complaint of discrimination based on disability,

and 11 non-specific complaints of discrimination. The total of 105 discriminatory/selective enforcement complaints represents only a marginal increase over the 98 such complaints filed in 1999, but it is two and one-half times the number of such complaints (42) received and identified in 1998.

OCC investigates allegations of racial and sexual slurs by officers and of discriminatory/selective enforcement with efforts equal to its investigations of all other allegations of police misconduct. Allegations of discriminatory language and motive are especially difficult to prove, as they generally are not accompanied by physical or medical evidence, usually require corroborating civilians or officers' testimony (except in the rare case of an admission), and frequently beg proof of "state of mind", which notoriously evades evidentiary process.

Data yielded by SFPD's data-gathering project as to race/ethnicity in relation to traffic encounters may help OCC to establish patterns and "norms" of SFPD conduct against which discriminatory enforcement allegations can be better assessed. Meanwhile, OCC will continue to intake and investigate citizens' complaints to the best of its ability concerning discriminatory language, decisions and actions by SFPD. Also, the OCC Director will continue to recommend to the Chief of SFPD that all sustained complaints as to racial/sexual slurs and/or discriminatory enforcement of the law be heard by the SF Police Commission, due to the seriousness and public importance of their subject matter.

One of the felt disadvantages of California's legal structure, where civilian accountability is concerned, is the extreme confidentiality of much of OCC's work vis a vis individual complaints of police misconduct, primarily due to Penal Code section 832.7's highly prohibitory language about citizen complaint records. (See M. Dunlap article in CAHRO Newsletter, cited above, observing in pertinent part that the degree of confidentiality afforded to police misconduct complaints and outcomes in California is fundamentally counterproductive, and does not serve the best interests of officers or police departments, nor the best interests of the public; interestingly, an anonymous Chief of Police wrote a subsequent and responsive article to CAHRO, stating in relevant part: "Personally, I would like to see the laws addressing confidentiality of internal investigations revised...The existing blackout of information frustrates not only the citizen, but also the police administrator who is trying to inspire public confidence in the department." "A Police Chief Responds", p. 9, CAHRO Newsletter (Winter 2000), www.cahro.org)

Of course, as long as Penal Code section 832.7 is in force, OCC will strictly obey that law, and all related laws and decisions rendering OCC case contents confidential. OCC cannot and will not provide identifying details about its successes or failures in individual cases at Chief's level, as long as the law prohibits such provision of information to the public by OCC. However, reports such as this one will continue to provide

maximum relevant information about OCC cases and operations consistent with legal confidentialities in force.

In the spirit of improving public confidence in both OCC and SFPD, OCC has previously urged informally, and here respectfully and formally urges, that, especially because OCC has been legally advised that OCC is prohibited from informing complainants as to the outcomes of their sustained complaints within SFPD, SFPD itself must provide formal written notice as to the outcomes of complaints to the named complainants. OCC believes such notice to complainants by SFPD is required by current law. Where provided, such notice from SFPD enables the nature and effects of the hard work of OCC, in pursuit of the mission of universal accountability of SFPD to all persons in or of San Francisco, to be known to named complainants and co-complainants, who are presumably those civilians most directly affected by OCC's investigations and findings, and SFPD's Chief's level dispositions. The business of earning and keeping the public's respect for the work that we do is ongoing, and obliges both OCC and SFPD to provide the maximum legally authorized information to interested parties.

IV. OCC/SF POLICE DEPARTMENT RELATIONS

OCC is at once designedly independent of, and interdependent with, SFPD. During 2000, OCC sought to advance the following mutual items of interest and concern in its relationship of

continuing dialogue and information-sharing with SFPD, with the following results as noted:

- more efficient handling of sustained complaints by both OCC and SFPD under the one-year statute of limitations contained in California Government Code section 3304(c), which top priority was significantly advanced by the administrative and investigative expertise and energies of SFPD's Management Control Division's new commanding officer, as of mid-2000, Lieutenant John Hennessey, and his reporting staff, who focussed effectively upon identification of numerous OCC sustained cases languishing at MCD ("languishing" here is defined as pending without formal action at MCD for months or years beyond the 60-day review period prescribed for OCC sustained cases that is set forth in DGO 2.04), followed by rapid, decisive movement of these cases, as warranted by law and facts, to disposition at Chief's level, or to filing of charges with the Police Commission, or to "No Further Action", where appropriate, during the latter half of 2000 and forward;
- connection of OCC's Information System Local Access Network ("LAN") to SFPD's new personnel ("HRMS") and record-keeping computerized Information Systems, and to the new Citywide E911 system, much of which connectedness was successfully achieved by OCC's IS Business Analyst Lorrie Tanioka, with the able assistance of Walt Calcagno of DTIS, and with the crucially helpful and deeply appreciated interventions of

Deputy Chief William Welch and his staff in behalf of OCC, during the E911 cutover process;

- a written protocol to govern OCC/SFPD interactions related to Officer-Involved Shooting ("OIS") situations, first proposed between SFPD and OCC in 1998, not yet signed by SFPD;
- improved accessibility to OCC of relevant information, records and expertise in the control of SFPD and bearing upon resolution of civilian complaints by OCC staff, and not yet fully facilitated by SFPD;
- adoption of OCC's policy recommendations by SFPD (as to which there was considerable progress made in 2000, see p. 35, below); please note that two (2) important new recommendations accompany this report, concerning SFPD transactions with actual or perceived informants, and addressing SFPD policies and training as to treatment of transgender persons (see pp. 72-73 of this report).

SFPD command, legal, Management Control Division and Police Commission personnel, as well as leadership and representatives of the SF Police Officers Association, SF Officers for Justice, and other labor associations working for SFPD sworn members, need to work in cooperation with OCC. This is required by the City Charter, by the DGOs, and by appreciation for OCC's vital mission of universal police accountability to the public. OCC will continue to do its part.

V. CONCLUSION

Year 2000 was a year of achievements and improvements in many vital areas for OCC. We maintained close to full-staffing for most of the year, and, while there are a number of gifted new personnel aboard as of 2000, the average number of years of experience of OCC's Investigators (who now comprise fully half of the OCC staff), as of the end of 2000, is: 4.0 years. We thoroughly investigated and efficiently closed approximately 1000 cases for the fourth year in a row; we administratively litigated 96 cases at Chief's level, of which 89 (92.7%) were upheld and resulted in discipline; we sought to advance several serious misconduct cases to resolution by the Police Commission; we completed the process of having more than two dozen OCC policy recommendations considered, and in most instances adopted, by SFPD, after 10 meetings facilitated by Police Commissioner Connie Perry, on subjects as diverse and important as proper treatment of sexual assault victims, of medically vulnerable prisoners, and of stranded motorists, improved training for officers' assessment of threats by dogs, better notice to entrants to police buildings subject to search, assuring officers' providing Certificates of Release to persons they have physically detained/restrained, better reporting about prejudice-based incidents, and logging officers' use of both marked and unmarked Department vehicles; OCC's new database project was greatly advanced, and the new database is now in view.

OCC also served as a resource for a number of other cities studying SF's version of civilian accountability of police. This openness as a "model" ("warts and all") to outside views and visitors caused one observer, an attorney from Los Angeles who visited OCC for most of a full day, as a member of the Rampart Independent Review Panel, to follow up by writing to the OCC Director:

"...I have to admit that I continue to struggle against a perception here that 'Civilian oversight over police discipline simply cannot work' and 'the Chief has to have complete control over discipline without civilian interference.' ... I believe that my best argument is 'Look at San Francisco - It works there and it can work here!' Thanks for providing a shining example of many of the best attributes of civilian oversight." (1/30/01)

While the number of sustained cases dismissed at Chief's level due to OCC's and/or SFPD's untimeliness was too high (13 out of 116), and while the OIS protocol between OCC and SFPD, streamlined record production to OCC by SFPD, and advancement of pending charges from prior years to resolution at the Police Commission remained high priorities that met with uneven progress at best, the work of OCC, as shown in the statistics, policy recommendations and sustained case report presented with this narrative, was professionally and admirably advanced during 2000. Here's to another year of similar momentum in the service of OCC's mission of universal SFPD officer accountability to all persons in or of San Francisco.

By: MARY C. DUNLAP
Director, Office of Citizen Complaints

INDEX TO ATTACHMENTS

Mission Statement of the Office of Citizen Complaints	38
Comprehensive Statistical Report (Annual 2000)	39
Comparative Overview of Caseload (Annual 1998-2000)	40
Investigative Hearings and Mediations (Annual 2000)	41
How Complaints Were Received (Annual 2000)	42
Complaints and Allegations By Unit (December 2000)	43
Complaints and Allegations By Unit (December 1999)	44
Complaints and Allegations By Unit (Fourth Quarter 2000)	45
Complaints and Allegations By Unit (Fourth Quarter 1999)	46
Complaints and Allegations By Unit (Annual 2000)	47
Complaints and Allegations By Unit (Annual 1999)	48
Findings in Allegations Closed (Annual 2000)	50
Findings in Allegations Closed (Annual 1999)	51
Allegations By Percentage (2000)	52
All Cases Received and Closed in 2000	54
OCC Complainants: By Selected Demographic Characteristics	55
Sustained Cases (1994-2000)	56
Policy Recommendations (2000)	72
Definitions of Allegations/Definitions of Findings	74

MISSION STATEMENT OF THE OFFICE OF CITIZEN COMPLAINTS

The Office of Citizen Complaints ("the O.C.C.") was founded by the people of the City and County of San Francisco in the year 1983. By means of a popular vote strongly affirming a ballot measure, the O.C.C. was born. The highest purpose, essence and meaning of the O.C.C. is and has always been to achieve accountability of every member of the San Francisco Police Department, in each and every rank, position and location, to all of the people in or of this City and County.

San Francisco is a special city, one to which the world looks for inspiration, ethical guidance and humanitarian models in addressing problems both contemporary and chronic. Whether it is a matter of finding the best medical, emotional, legal and moral prototypes for the care and support of people with AIDS, HIV-positive people, and their loved ones, or locating the most expert methods for maintaining civil order during and after devastating earthquakes, or learning how most effectively to diversify local government to serve and reflect the multicultural human rainbow, or doing formative work on a host of other persistent problems affecting health, safety, welfare and the environment, San Francisco is a leader in our region, state, nation and in the world. In accomplishing civilian review and oversight, prevention, deterrence, and discipline, as to police brutality, inequality of enforcement, and in the challenge of overcoming police misconduct, San Francisco is looked to as a leader, and San Francisco must become a better leader.

But how shall we do this? Every person working at the O.C.C. can make a crucial difference. Every individual who works at the O.C.C., paid or volunteer, temporary or permanent, regardless of job title, position, level of experience, political beliefs or personal identity, must be dedicated and re-dedicated to meeting certain standards. These are:

- (1.) To show to every person who has business with the O.C.C. the utmost courtesy, respect, and understanding of their situation;
- (2.) To realize that an honest, just, effective and duly restrained police force is instrumental to civic peace;
- (3.) To realize that the responsibilities of the O.C.C. in achieving an honest, just, effective and duly restrained police force serve a sacred public trust; and, to make choices and decisions harmonious with that public trust, based on fairness and truth, and never upon partisanship or sentiment, as to each complaint presented, and as to each problem encountered;
- (4.) To appreciate that the work of the O.C.C. will be unwelcome, unpopular and misunderstood among some, and not to be deterred or distracted by those reactions, but rather to stay focussed on the central and justifying mission of the Office of Citizen Complaints, namely, to achieve accountability of every member of the San Francisco Police Department, in whatever rank, position and location, to all of the people in or of this City and County.

By: Mary C. Dunlap, Director (7/29/96)

COMPREHENSIVE STATISTICAL REPORT
ANNUAL 2000

	1ST	2ND	3RD	OCT	NOV	DEC	YTD
CASES OPENED							
Cases Opened	276	281	260	92	72	72	1053
Merged/Voided	11	6	6	1	1	1	26
ADJUSTED TOTAL	265	275	254	91	71	71	1027
CASES CLOSED, BY YEAR CASE WAS FILED							
1996	0	0	0	0	0	0	0
1997	1	1	0	0	0	0	2
1998	22	6	3	0	0	0	31
1999	166	138	48	19	10	14	395
2000	82	143	165	94	78	99	661
TOTAL	271	288	216	113	88	113	1089
CASES PENDING, BY YEAR CASE WAS FILED							
1996	1	1	1	1	1	1	1
1997	2	1	1	1	1	1	1
1998	21	14	9	9	9	9	9
1999	316	154	69	51	41	27	27
2000	148	291	423	421	416	388	388
TOTAL	488	461	503	483	468	426	426
CASES OUTSIDE OCC JURISDICTION							
	26	34	22	10	7	4	103
CASES SUSTAINED	18	29	22	4	6	10	89

COMPARATIVE OVERVIEW OF CASELOAD
ANNUAL 1998 - ANNUAL 2000

	2000	1999	1998
CASES OPENED			
1st Quarter	276	267	276
2nd Quarter	281	258	289
3rd Quarter	260	286	253
October	92	73	96
November	72	90	81
December	72	100	62
YTD TOTAL	1053	1074	1057
CASES CLOSED			
1st Quarter	271	205	230
2nd Quarter	288	297	286
3rd Quarter	216	286	297
October	113	95	67
November	88	85	67
December	113	155	96
YTD TOTAL	1089	1123	1043
CASES PENDING			
January	437	577	600
February	473	562	597
March	488	596	614
April	471	585	607
May	465	495	612
June	461	546	610
July	463	547	589
August	468	540	583
September	503	542	556
October	483	547	583
November	468	544	590
December	426	509	556
CASES SUSTAINED			
1st Quarter	18	14	21
2nd Quarter	29	19	38
3rd Quarter	22	28	28
October	4	6	3
November	6	4	4
December	10	28	14
YTD TOTAL	89	99	108

INVESTIGATIVE HEARINGS AND MEDIATIONS
ANNUAL 2000

INVESTIGATIVE HEARINGS	1ST	2ND	3RD	OCT	NOV	DEC	YTD
Requests for Hearing	25	16	23	5	5	7	81
Hearings Granted	3	0	0	1	0	0	4
Requests Denied	22	16	9	9	4	7	67
Hearings Pending*	1	1	15	11	12	11	11
Hearings Held	4	5	0	0	0	1	10

MEDIATIONS	1ST	2ND	3RD	OCT	NOV	DEC	YTD
New Eligible Cases	20	10	8	3	3	2	46
Refused by Complainant *	5	6	10	1	0	2	24
Refused by Officer *	5	0	2	2	1	2	12
Mediations Pending *	18	17	13	12	14	11	11
Cases Mediated *	4	1	0	1	0	1	7

* Action specified may reflect hearings granted in previous months.

HOW COMPLAINTS WERE RECEIVED
ANNUAL 2000

MONTH	IN PERSON	PHONE	MAIL	SFPD	OTHER	TOTALS
January	34	26	17	2	1	80
February	24	47	23	3	2	99
March	37	26	16	9	9	97
1ST QUARTER	95	99	56	14	12	276
April	30	36	16	1	5	88
May	29	19	24	10	21	103
June	20	20	28	1	21	90
2ND QUARTER	79	75	68	12	47	281
July	31	19	16	7	13	86
August	23	27	21	3	11	85
September	25	30	17	4	13	89
3RD QUARTER	79	76	54	14	37	260
October	25	28	16	6	17	92
November	26	19	8	3	16	72
December	21	16	16	2	17	72
4TH QUARTER	72	63	40	11	50	236
YTD TOTAL	325	313	218	51	146	1053

COMPLAINTS AND ALLEGATIONS BY UNIT
DECEMBER 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	36	9	25	17	12	0	0	7	0	0	0	70	48
1J Tenderloin Task Force	4	0	15	5	1	0	0	1	0	0	0	22	6
3A Central Station	3	1	6	4	4	0	0	0	0	0	0	15	4
3B Southern Station	9	4	14	3	9	2	0	1	0	0	0	33	14
3C Bayview Station	2	0	7	0	3	0	0	0	0	0	0	10	5
3D Mission Station	7	4	11	11	12	0	0	2	0	0	0	40	13
3E Northern Station	5	2	1	3	8	0	0	0	0	0	0	14	7
3F Park Station	2	0	1	3	6	0	0	1	0	0	0	11	4
3G Richmond Station	2	1	4	5	1	0	0	0	0	0	0	11	4
3H Ingleside Station	5	4	13	3	2	1	0	3	0	0	0	26	8
3I Taraval Station	4	1	6	0	1	0	0	1	0	0	0	9	4
4B Solo Motorcycle	1	0	0	1	0	0	0	0	0	0	0	1	1
5G General Works	2	0	1	5	0	0	0	0	0	0	0	6	3
5H Homicide	1	1	2	0	0	0	0	2	0	0	0	5	1
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1
5N Narcotics	4	0	8	1	0	0	0	0	0	0	0	9	5
TOTALS	88	27	114	62	60	3	0	18	0	0	0	284	128

DEFINITION OF ALLEGATION TYPES

UF Unnecessary Force

UA Unwarranted Action

CRD Conduct Reflecting Discredit

ND Neglect of Duty

RS Racial Slur

SS Sexual Slur

D Discourtesy

PRO Procedure

POL Policy

TF Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT
DECEMBER 1999
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED	
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF			
Unknown Assignment	53	6	33	20	29	0	0	13	0	0	0	101	58	
1J Tenderloin Task Force	2	4	4	2	2	1	0	0	0	0	0	0	13	4
3A Central Station	4	0	3	2	0	0	0	3	0	0	0	0	8	5
3B Southern Station	5	1	10	2	3	0	0	3	0	0	0	0	19	6
3C Bayview Station	6	0	3	8	4	0	0	1	0	0	0	0	16	7
3D Mission Station	11	6	13	10	14	1	0	5	0	0	0	0	49	16
3E Northern Station	5	0	3	0	5	0	0	3	0	0	0	0	11	6
3F Park Station	7	0	9	6	3	0	0	3	0	0	0	0	21	7
3G Richmond Station	3	1	3	3	1	0	0	1	0	0	0	0	9	4
3H Ingleside Station	7	4	12	9	5	1	0	4	0	0	0	0	35	10
3I Taraval Station	4	0	9	6	7	0	0	0	0	0	0	0	22	7
4A Traffic Administration	1	0	0	1	1	0	0	0	0	0	0	0	2	1
4B Solo Motorcycle	1	0	0	0	1	0	0	1	0	0	0	0	2	1
4K Special Motorcycle	3	0	4	0	0	0	0	0	1	0	0	0	5	3
4T Headquarters Company	2	0	2	4	0	0	1	0	0	0	0	0	7	1
5A Night Investigations	1	0	4	2	4	0	0	0	0	0	0	0	10	2
5N Narcotics	2	3	0	3	2	0	0	3	0	0	0	0	11	3
TOTALS	117	25	112	78	81	3	1	41	0	0	0	341	141	

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT
FOURTH QUARTER 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	119	31	91	64	61	2	4	18	2	1	0	274	147
1B Police Commission Office	1	0	0	2	0	0	0	0	0	0	0	2	1
1J Tenderloin Task Force	14	2	27	16	8	1	1	3	0	0	0	58	22
3A Central Station	15	6	21	14	11	0	1	4	0	0	0	57	22
3B Southern Station	28	17	46	11	24	3	1	9	0	0	0	111	50
3C Bayview Station	12	11	33	10	6	0	0	3	0	0	0	63	30
3D Mission Station	17	9	40	19	40	0	0	6	0	0	0	114	41
3E Northern Station	14	2	23	10	20	0	0	2	0	0	0	57	19
3F Park Station	8	6	18	7	7	0	0	5	0	0	0	43	16
3G Richmond Station	7	1	10	10	4	0	0	1	0	0	0	26	10
3H Ingleside Station	12	10	34	8	18	1	0	11	0	0	0	82	31
3I Taraval Station	16	7	47	10	14	0	0	7	0	0	0	85	32
3M Muni Transit Division	1	1	1	0	0	0	0	0	0	0	0	2	1
4B Solo Motorcycle	5	0	2	5	4	0	0	1	0	0	0	12	5
4K Special Motorcycle	1	0	1	2	0	0	0	0	0	0	0	3	1
4M Muni Transit Detail	2	1	8	1	0	0	0	0	0	0	0	10	8
4T Headquarters Company	4	2	7	7	2	0	0	2	0	0	0	20	5
5A Night Investigations	1	0	1	2	0	0	0	1	0	0	0	4	1
5B Hit & Run	1	0	2	2	2	0	0	0	0	0	0	6	1
5C Auto	1	0	0	0	2	0	0	1	0	0	0	3	1
5G General Works	4	1	1	7	0	0	0	1	0	0	0	10	6
5H Homicide	1	1	2	0	0	0	0	2	0	0	0	5	1
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1
5N Narcotics	5	0	12	1	2	0	0	0	0	0	0	15	6
5V Vice Crimes/Prostitution	1	1	7	5	0	0	0	0	0	0	0	13	2
AB Airport Bureau	4	1	4	4	2	0	0	1	0	0	0	12	7
TOTALS	295	110	438	218	228	7	7	78	2	1	0	1089	467

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Courtesy
- PRO Procedure
- POL Policy
- TF Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT
FOURTH QUARTER 1999
(FOR COMPARISON)

SFDPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	133	24	103	74	80	2	0	31	0	0	0	314	152
1J Tenderloin Task Force	13	13	21	11	20	1	0	3	0	0	0	69	21
1T Academy/Range Staff	1	1	4	1	0	0	0	0	0	0	0	6	1
3A Central Station	11	4	7	5	13	0	0	4	0	0	0	33	12
3B Southern Station	20	2	46	19	13	0	0	8	0	0	0	88	25
3C Bayview Station	19	10	26	14	32	0	0	7	0	0	0	89	32
3D Mission Station	21	8	32	22	32	1	0	8	0	0	0	103	30
3E Northern Station	14	9	31	9	8	1	0	3	0	0	0	61	23
3F Park Station	17	10	35	21	10	0	0	8	0	0	0	84	27
3G Richmond Station	10	3	20	10	2	0	0	3	0	0	0	38	14
3H Ingleside Station	13	5	16	16	5	1	0	5	0	0	0	48	15
3I Taraval Station	13	1	26	17	15	0	0	3	0	0	0	62	21
3P Mounted Unit	1	1	1	1	0	0	0	0	0	0	0	3	1
3T Crime Supression U	1	0	0	1	0	0	0	1	0	0	0	2	1
3U Field Operations H	1	0	2	2	2	0	0	0	0	0	0	6	2
3Y Field Operations	1	0	2	1	0	0	0	1	0	0	0	4	1
4A Traffic Administration	1	0	0	1	1	0	0	0	0	0	0	2	1
4B Solo Motorcycle	4	1	2	3	5	0	0	3	0	0	0	14	4
4C E & I Staff	1	0	1	1	0	0	0	0	0	0	0	2	1
4K Special Motorcycle	4	0	6	1	0	0	0	1	0	0	0	8	4
4M Muni Transit Detail	3	0	6	2	1	0	0	0	0	0	0	9	4
4T Headquarters Company	4	0	2	4	6	0	1	2	0	0	0	15	4
5A Night Investigations	1	0	4	2	4	0	0	0	0	0	0	10	2
5I Sex Crimes	1	0	0	0	1	0	0	0	0	0	0	1	1
5N Narcotics	5	4	11	6	7	0	1	3	0	0	0	32	7
5T Juvenile	1	0	1	2	0	0	0	0	0	0	0	3	1
5V Vice Crimes/Prostitution	1	0	0	1	0	0	0	0	0	0	0	1	1
AB Airport Bureau	3	0	2	3	1	0	0	2	0	0	0	8	2
IO1 Info Only (Referral)	2	0	1	0	1	0	0	0	0	0	0	2	0
TOTALS	320	96	408	250	259	6	2	96	0	0	0	1117	410

DEFINITION OF ALLEGATION TYPES

UF	Unnecessary Force	SS	Sexual Slur
UA	Unwarranted Action	D	Discourtesy
CRD	Conduct Reflecting Discredit	PRO	Procedure
ND	Neglect of Duty	POL	Policy
RS	Racial Slur	TF	Training Failure

COMPLAINTS AND ALLEGATIONS BY UNIT
ANNUAL 2000

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	492	121	335	207	234	12	9	68	2	8	0	996	591
1A Chief's Office	3	0	0	2	2	0	0	1	0	0	0	5	3
1B Police Commission Office	1	0	0	2	0	0	0	0	0	0	0	2	1
1I Internal Affairs	2	0	2	0	1	0	0	0	0	0	0	3	2
1J Tenderloin Task Force	83	60	174	90	71	2	3	14	0	0	0	414	183
1Q Personnel Staff	1	0	2	1	0	0	0	1	0	0	0	4	1
1W FTO/Central Station	1	0	1	0	0	0	0	0	0	0	0	1	1
2G Permits	1	0	0	1	0	0	0	0	0	0	0	1	1
3A Central Station	56	18	82	49	50	0	2	18	0	0	0	219	106
3B Southern Station	106	47	183	97	95	5	6	37	0	0	0	470	205
3C Bayview Station	47	25	119	51	53	1	0	13	0	0	0	262	99
3D Mission Station	82	53	180	93	126	1	1	34	0	0	0	488	185
3E Northern Station	87	37	183	73	90	7	3	27	0	0	0	420	158
3F Park Station	60	26	144	52	36	1	2	16	0	0	0	277	124
3G Richmond Station	40	20	57	46	65	0	0	20	0	0	0	208	83
3H Ingleside Station	57	36	158	52	66	2	1	26	0	0	0	341	132
3I Taraval Station	70	17	216	81	75	5	0	17	0	0	0	411	153
3M Muni Transit Division	1	1	1	0	0	0	0	0	0	0	0	2	1
3T Crime Suppression Unit	1	0	1	0	0	0	0	0	0	0	0	1	1
3U Field Operations HQ	1	0	1	0	1	0	0	0	0	0	0	2	1
3X Mounted Unit	6	1	8	8	2	0	0	0	0	0	0	19	9
3Y Tactical/Honda	1	1	0	4	2	0	0	0	0	0	0	7	2
4A Traffic Administration	2	0	1	2	0	0	0	0	0	0	0	3	2
4B Solo Motorcycle	21	3	8	17	17	0	1	9	0	0	0	55	23
4K Special Motorcycle	8	0	11	5	4	0	0	3	0	0	0	23	10
4M Muni Transit Detail	5	1	13	5	2	0	0	1	0	0	0	22	11
4T Headquarters Company	19	7	28	17	7	1	0	6	0	0	0	66	29
5A Night Investigations	1	0	1	2	0	0	0	1	0	0	0	4	1
5B Hit & Run	3	0	3	5	4	0	0	0	0	0	0	12	3
5C Auto	3	0	0	1	3	0	0	1	0	0	0	5	3
5G General Works	8	1	2	9	4	0	0	5	0	0	0	21	10
5H Homicide	3	1	4	3	1	0	0	2	0	0	0	11	3
5I Sex Crimes	1	0	0	1	1	0	0	0	0	0	0	2	1
5N Narcotics	24	6	85	14	26	0	0	2	0	0	0	133	62
5T Juvenile	4	0	1	0	4	0	0	0	0	0	0	5	4
5U Investigations HQ Staff	2	0	1	1	4	0	0	0	0	0	0	6	3
5V Vice Crimes/Prostitution	6	1	18	12	9	1	0	0	0	0	0	41	10
AB Airport Bureau	21	4	28	25	11	1	0	3	0	0	0	72	33
XX Not Assigned/Separated	1	0	0	0	1	0	0	0	0	0	0	1	1
TOTALS	1331	487	2051	1028	1067	39	28	325	2	8	0	5035	2251

COMPLAINTS AND ALLEGATIONS BY UNIT
ANNUAL 1999
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
Unknown Assignment	463	81	315	199	238	4	3	79	9	1	0	929	547
1A Chief's Office	1	0	0	0	1	0	0	1	0	0	0	2	1
1I Internal Affairs	1	0	0	0	1	0	0	0	0	0	0	1	1
1J Tenderloin Task Force	66	49	130	66	97	8	3	20	0	0	0	373	62
1S Academy Recruits	1	1	0	1	0	0	0	1	0	0	0	3	1
1T Academy/Range Staff	2	2	5	1	0	0	0	0	0	0	0	8	2
1V Planning & Research	2	0	2	1	0	0	0	0	0	0	0	3	2
2C Crime Lab	1	1	0	0	0	0	0	0	0	0	0	1	1
2G Permits	4	2	2	1	3	0	0	2	0	0	0	10	5
2U Support Services H	6	4	2	4	4	0	0	2	0	0	0	16	4
3A Central Station	75	28	82	64	62	2	2	21	0	0	0	261	70
3B Southern Station	84	25	134	80	70	3	4	33	0	0	0	349	74
3C Bayview Station	73	20	127	65	72	0	2	26	0	0	0	312	88
3D Mission Station	83	23	186	88	96	6	2	26	0	0	0	427	81
3E Northern Station	76	34	123	49	66	2	2	20	0	0	0	296	78
3F Park Station	52	23	105	42	47	0	0	17	0	0	0	234	53
3G Richmond Station	47	8	119	44	42	0	0	17	0	0	0	230	48
3H Ingleside Station	57	25	117	54	57	2	0	34	0	0	0	289	65
3I Taraval Station	73	26	132	87	80	4	1	32	0	0	0	362	70
3M Muni Transit Division	2	0	1	0	6	0	0	1	0	0	0	8	4
3P Mounted Unit	3	1	17	2	5	0	0	1	0	0	0	26	5
3T Crime Supression U	1	0	0	1	0	0	0	1	0	0	0	2	1
3U Field Operations H	12	9	13	5	11	0	0	2	0	0	0	40	16
3X Mounted Unit	7	0	5	3	3	0	0	2	0	0	0	13	8
3Y Field Operations	1	0	2	1	0	0	0	1	0	0	0	4	1
4A Traffic Administration	3	0	2	1	1	0	0	1	0	0	0	5	2
4B Solo Motorcycle	10	2	4	7	9	0	0	3	0	0	0	25	10
4C E & I Staff	26	4	28	20	11	1	0	12	0	0	0	76	26
4K Special Motorcycle	6	0	7	3	2	0	0	1	0	0	0	13	5
4M Muni Transit Detail	12	0	16	11	9	0	0	3	0	0	0	39	14
4T Headquarters Company	10	0	12	13	9	0	1	2	0	0	0	37	12
5A Night Investigations	4	0	5	4	7	0	0	0	0	0	0	16	5
5B Hit & Run	1	0	4	2	0	0	0	0	0	0	0	6	2
5C Auto	2	0	2	4	2	1	0	2	0	0	0	11	2
5D Burglary	3	0	5	1	2	0	0	0	0	0	0	8	3
5E Fencing	1	0	4	0	1	0	0	0	0	0	0	5	1
5F Fraud	1	0	0	0	1	0	0	0	0	0	0	1	1
5G General Works	2	0	2	3	1	0	0	0	0	0	0	6	1
5H Homicide	2	0	2	2	2	0	0	1	0	0	0	7	1
5I Sex Crimes	3	0	0	0	4	0	0	0	0	0	0	4	3

COMPLAINTS AND ALLEGATIONS BY UNIT
ANNUAL 1999
(FOR COMPARISON)

SFPD UNIT NAME	TOTAL COMPLAINTS	ALLEGATION TYPES										TOTAL ALLEGATIONS	OFFICERS INVOLVED
		UF	UA	CRD	ND	RS	SS	D	PRO	POL	TF		
5N Narcotics	21	11	47	23	36	2	1	11	0	0	0	131	26
5S S Squad	1	0	2	0	1	0	0	0	0	0	0	3	1
5T Juvenile	2	0	1	5	1	0	0	0	0	0	0	7	2
5U Investigations HQ	11	1	12	7	7	0	0	2	0	0	0	29	10
5V Vice Crimes/Prostitution	9	5	21	18	11	0	0	2	0	0	0	57	15
AB Airport Beureau	11	0	13	11	2	0	0	3	0	0	0	29	10
IO1 Info Only (Referral)	26	8	12	7	8	0	2	2	0	0	0	39	0
IO2 Info Only	11	0	6	2	6	0	0	0	0	0	0	14	0
TOTALS	1371	393	1826	1002	1094	35	23	384	9	1	0	4767	1440

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

**FINDINGS IN ALLEGATIONS CLOSED
ANNUAL 2000**

SUSTAINED	ALLEGATION TYPES						SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS				
1st Quarter	2	17	4	20	0	0	4	47	0	0
2nd Quarter	5	14	8	21	0	0	6	54	0	0
3rd Quarter	3	7	7	15	1	1	1	35	0	0
October	0	2	2	1	0	0	0	5	0	0
November	1	11	6	6	0	1	3	28	0	0
December	1	10	7	15	0	0	1	34	0	0
YTD TOTAL	12	61	34	78	1	2	15	203	0	0

NOT SUSTAINED	ALLEGATION TYPES						SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS				
1st Quarter	88	211	173	144	13	7	81	717	0	0
2nd Quarter	98	180	241	221	9	6	98	853	0	0
3rd Quarter	63	142	173	142	4	1	53	578	0	0
October	36	106	97	77	1	2	32	351	0	0
November	43	87	69	45	5	1	21	271	0	0
December	54	117	106	62	4	6	34	383	0	0
YTD TOTAL	382	843	859	691	36	23	319	3153	0	0

UNFOUNDED	ALLEGATION TYPES						SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS				
1st Quarter	2	10	19	7	0	0	0	38	0	0
2nd Quarter	10	16	7	14	0	0	3	50	0	0
3rd Quarter	0	4	10	11	0	0	0	25	0	0
October	9	15	6	11	0	0	1	42	0	0
November	3	5	5	4	0	0	3	20	0	0
December	0	14	7	12	0	0	0	33	0	0
YTD TOTAL	24	64	54	59	0	0	7	208	0	0

DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
- CRD Conduct Reflecting Discredit
- ND Neglect of Duty
- RS Racial Slur
- SS Sexual Slur
- D Discourtesy
- PRO Procedure
- POL Policy
- TF Training Failure

**FINDINGS IN ALLEGATIONS CLOSED
ANNUAL 2000**

PROPER CONDUCT	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	7	247	9	55	0	0	2	320	0	0	320
2nd Quarter	7	251	6	41	0	0	0	305	0	0	305
3rd Quarter	2	207	13	19	0	0	0	241	0	0	241
October	3	93	5	16	0	0	1	118	0	0	118
November	4	77	6	18	0	0	0	105	1	0	106
December	8	101	6	19	0	0	0	134	0	0	134
YTD TOTAL	31	976	45	168	0	0	3	1223	1	0	1224

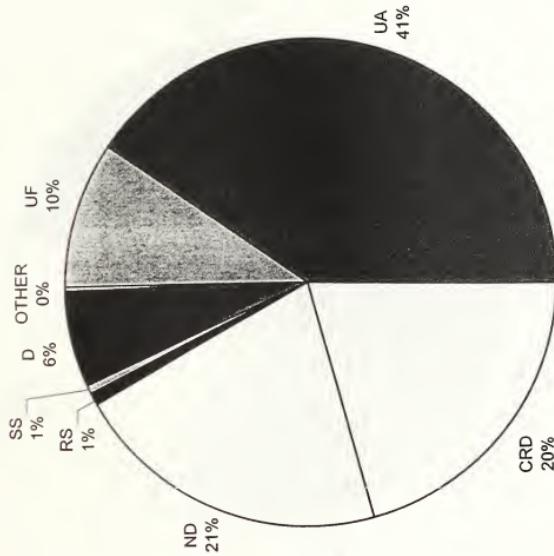
NO FINDING	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	11	30	24	14	0	0	12	91	0	0	91
2nd Quarter	16	33	20	11	1	0	5	86	0	0	86
3rd Quarter	7	27	16	20	1	0	10	81	0	0	81
October	1	16	6	9	0	0	2	34	0	0	34
November	2	14	4	1	0	0	2	23	0	0	23
December	4	11	10	5	1	0	1	32	0	0	32
YTD TOTAL	41	131	80	60	3	0	32	347	0	0	347

WITHDRAWN	ALLEGATION TYPES							SUBTOTAL	POL/PRO	TF	TOTAL
	UF	UA	CRD	ND	RS	SS	D				
1st Quarter	9	17	15	6	0	0	8	55	0	0	55
2nd Quarter	4	22	12	6	0	0	2	46	0	0	46
3rd Quarter	1	18	8	13	0	0	4	44	0	0	44
October	0	4	3	3	0	0	2	12	0	0	12
November	0	0	2	0	0	0	0	2	0	0	2
December	0	2	2	2	0	0	1	7	0	0	7
YTD TOTAL	14	63	42	30	0	0	17	166	0	0	166

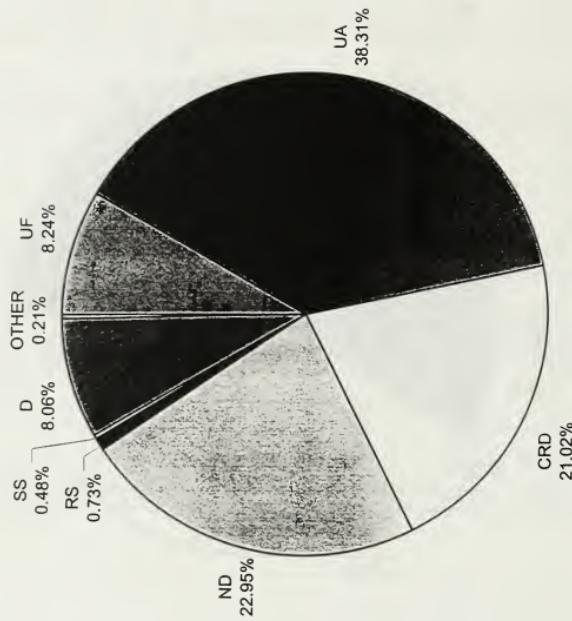
DEFINITION OF ALLEGATION TYPES

- UF Unnecessary Force
- UA Unwarranted Action
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- SS Sexual Slur
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- PRO Procedure
- POL Policy
- TF Training Failure

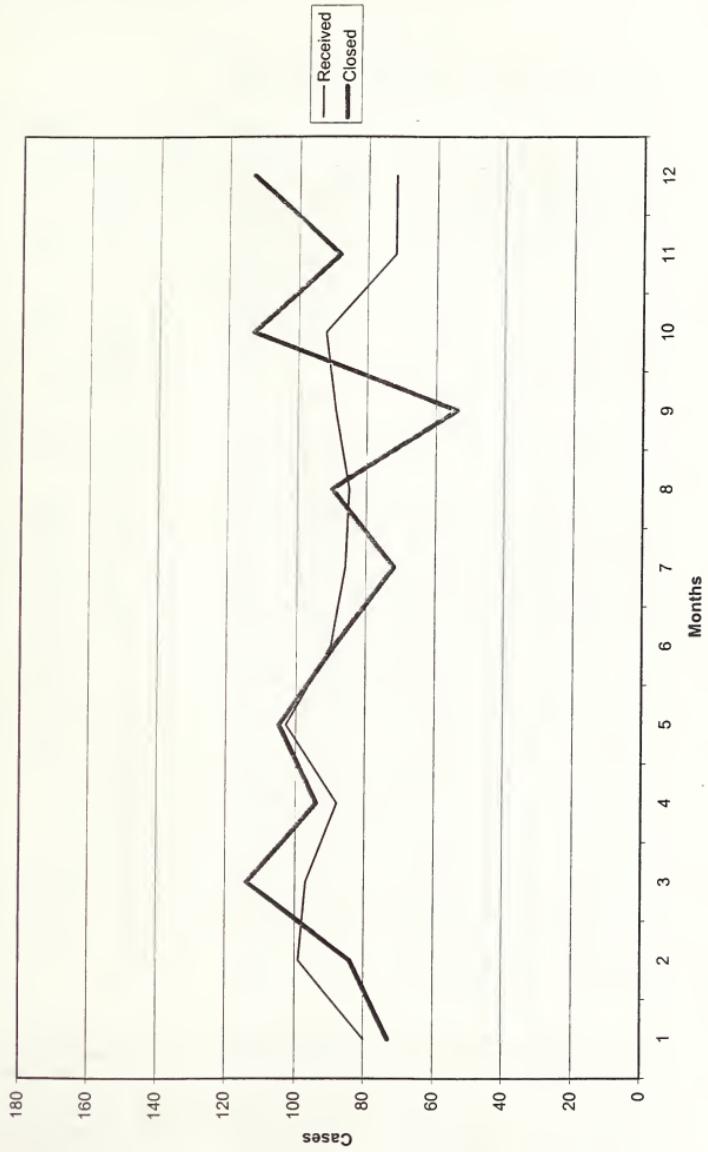
ALLEGATIONS BY PERCENTAGE - 2000



ALLEGATIONS BY PERCENTAGE - 1999



All Cases Received and Closed in 2000



OCC COMPLAINANTS, BY SELECTED DEMOGRAPHIC
CHARACTERISTICS: YEAR 2000

	Number	Percent (rounded):
Named Individuals (inc. co-comps)	1063	99%
Anonymous Persons	9	less than 1%
Organizational Complaints	0	0%
Total Complainants	1072	100%

GENDER

Males	657	61%
Females	391	36%
Transgender Persons*	4	less than 1%
Blank or Declined to State	20	2%

RACE/ETHNICITY**

Caucasian/White	362	33%
African-American	347	32%
Asian-American & Pacific Islander	99	9%
Hispanic/Latino/a	118	11%
Native American	16	1%
Middle Eastern/Arab	12	1%
Multiracial	18	2%
Blank or Declined to State	128	12%

AGE

1-13 (by adult)	1	less than 1%
14-16	22	2%
17-19	60	6%
20-30	237	22%
31-40	246	23%
41-50	234	22%
51-60	114	11%
61-70	33	3%
71-80	16	2%
over 80	4	less than 1%
Blank or Declined to State	105	10%
 DISABLED*** PERSONS	 38	 4%
HOMELESS**** PERSONS	13	1%

*OCC served a number of transgendered persons during this period; of this group, four (4) persons elected to self-designate on the form.
 ** The total of race/ethnicity designations is greater than the total of complainants because multiple self-designations are counted.
 *** & **** The indicated numbers of individuals volunteered this information; a number of other disabled and homeless persons, who did not self-designate, also were complainants served by OCC during 2000.

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OOC Sends Case to SFPD	OOC Requests Police Commission Hearing	SFPD Response Date	SFPD Action	
1					1SUS	1SUS			01/11/94	08/11/94		06/20/95	Charges dismissed by Police Commission	
2	1NS	1PC				1SUS			01/13/94	10/19/94		06/19/95	Not Sustained	
2									1SUS	01/18/94	12/21/94		-	Policy Recommendation
9		1SUS							1NS	01/19/94	07/21/94	09/14/95	NSx2/Chief's Hearing/Policy Failure	
9		1SUS							1NS	01/19/94	07/21/94	09/14/95	NSx2/Chief's Hearing/Policy Failure	
3		1SUS			1NS					01/21/94	03/03/95	05/22/95	Proper Conduct by Chief	
3		1SUS			1NS					01/21/94	03/03/95	05/22/95	Proper Conduct by Chief	
3	1SUS									01/28/94	08/05/94	05/22/95	Sustained - Officer Terminated	
1									1SUS	02/07/94	07/11/94		-	Policy Recommendation
1									1SUS	02/09/94	08/29/94	11/28/94	IHO Decision NS	Policy Failure
1										02/09/94	08/29/94	11/28/94	IHO Decision NS	Policy Failure
1					1SUS	1PC				02/23/94	11/07/94	06/20/95	Sustained - Officer Admonished	
3		2SUS				1NS				02/24/94	10/07/94	05/30/95	Sustained - Referred to CO	
9	1U	1U				1SUS				02/25/94	05/04/95	01/26/96	Sustained - Officer Admonished	
3		1SUS	1SUS	1SUS						02/28/94	08/07/95		03/04/99	Charges dismissed by Police Commission
3		2SUS	1SUS							02/28/94	08/07/95		03/04/99	Charges dismissed by Police Commission
3		1U	1SUS							03/02/94	11/23/94	03/5/95	Not Sustained by Chief's Hearing	
2		1SUS								03/09/94	12/09/94	03/11/95	Proper Conduct by Chief's Hearing	
2	1NS		1SUS	1SUS						03/14/94	12/02/94	02/10/95	for 3yrs	
3			1SUS							03/16/94	05/23/95	11/13/95	Sustained - Written Reprimand	
4	1NS		1SUS							03/24/94	04/22/94	11/21/94	Sustained - Written Reprimand	
4	1NS		2SUS							03/24/94	04/22/94	11/21/94	Sustained - Written Reprimand	
x		1SUS								04/05/94	11/02/94	03/24/95	Sustained - Admonished	
2			1SUS							04/06/94	12/22/94	04/05/95	Sustained - Written Reprimand	
3	1U	1PC	1SUS			1SUS				05/02/94	03/23/95	08/09/95	Sustained - CO to Determine Dispo.	
1		1SUS	2SUS							05/09/94	09/27/94	03/20/95	Sustained - 1 Day Suspension	
x		1SUS								06/07/94	12/20/94	06/20/95	Sustained - Written Reprimand	
3			1SUS							06/10/94	12/29/94	06/01/95	Sustained - Officer Admonished	
5						1SUS				06/21/94	01/13/95	05/19/95	Sustained - Referred to CO	
1			1SUS							06/22/94	08/31/94	02/01/95	Not Sustained by Chief's Hearing	
1			1SUS							06/22/94	08/31/94	02/01/95	Not Sustained by Chief's Hearing	
3		1SUS								08/04/94	06/12/95	11/13/95	Sustained - Written Reprimand	
1	1SUS	1SUS				1SUS				08/04/94	10/26/95	09/04/97	Sustained - Officer Admonished	
3			1SUS							08/09/94	01/10/95	11/13/95	Not Sustained by Chief's Hearing	
3			1SUS							08/09/94	01/10/95	11/13/95	Not Sustained by Chief's Hearing	
1						1SUS				08/10/94	01/01/95	04/04/95	Department Bulletin to be Issued	
2						1SUS				08/13/94	01/09/95	06/13/95	Officer Retired	
3						1SUS				08/17/94	01/07/95	-	Policy Recommendation	
2		1PC	1SUS							09/08/94	08/28/95	10/08/96	Sustained - Written Reprimand	
1						1SUS				09/17/94	07/14/95	11/13/95	Sustained - Written Reprimand	
X						1SUS				09/16/95	01/01/95	-	Policy Recommendation	
3			2SUS							09/20/94	06/12/95	11/09/95	Sustained - 1 Day Suspension	
2			1SUS							09/22/94	01/10/95	05/23/95	Sustained - Written Reprimand	
X						1SUS				09/29/94	06/01/95	-	Policy Recommendation	
2	1PC	1SUS								09/30/94	11/02/95	05/08/96	Sustained - 1 Day Suspension	
2	1PC	1SUS				1NS				09/30/94	11/02/95	05/08/96	Sustained - 1 Day Suspension	
3	1NS	1SUS								09/30/94	06/30/95		UA Sustained - Officer Admonished; CRD Changed to Not Sustained on 11/07/95	
3										09/30/94	06/30/95	01/26/96	UA Sustained - Officer Admonished; CRD Changed to Not Sustained on 11/07/95	
1			1SUS							10/28/94	12/27/94	03/23/95	Sustained - Written Reprimand	
2		2SUS								10/30/94	07/25/95	12/06/95	Sustained - 5 Day Suspension, 4 Days Held in Abeyance	
1			2SUS							11/01/94	10/24/95	6/3/97	Not Sustained by Chief - Officers Retrained	
1	1SUS	1SUS								11/07/94	08/09/95	01/31/96	Sustained - Written Reprimand	
9	1SUS									11/14/94	11/02/95	05/17/96	Sustained - 4 Days Suspension	

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3								1SUS	11/16/94	01/01/95		04/04/95*	Auto Status Procedures Changed*
9					1SUS			1SUS	11/16/94	06/12/95		02/17/97	Sustained - Officer Admonished & Retrained
1								1SUS	11/28/94	03/14/95		08/08/95	Sustained - Written Reprimand
3					1SUS				12/02/94	05/08/95		02/17/98	Sustained - Officer Admonished & Retrained
3	1SUS	1NS			1NS				12/02/94	05/08/95		02/17/98	Sustained - Officer Admonished & Retrained
1		1SUS							12/14/94	08/29/95		12/18/00	Sustained - Officer Admonished & Retrained
6					1SUS				12/25/94	04/17/95		08/09/95	Sustained - Written Reprimand
2		1SUS							01/04/95	07/28/95		12/05/95	Changed to Pol.Fail by IHO
X													Sustained - One Officer Terminated, Other Officer 1 Day Suspension
2					2SUS				01/04/95	03/14/95		08/09/95	Suspension
2					1SUS				01/04/95	08/01/95		?	Sustained - Officer Counseled
X					4SUS				01/06/95	08/24/95		?	Sustained - Officer Admonished
X					4SUS				01/06/95	08/24/95			Charges dismissed by Police Commission
X					4SUS				01/06/95	08/24/95		?	Charges Not Sustained by Police Commission
X					4SUS				01/06/95	08/24/95		?	Charges Withdrawn
X					2SUS	3SUS	1SUS		01/06/95	08/24/95		?	Chief's Hearing
X					2SUS				01/06/95	08/24/95		?	Chief's Hearing
X					2SUS				01/06/95	08/24/95		?	Chief's Hearing
X					2SUS				01/06/95	08/24/95		?	Sustained - 5 Days Suspension
X									01/06/95	08/24/95		?	Sustained - Terminated, Held in Abeyance
X									01/06/95	08/24/95		?	3Yrs. 6 Months Served, Counseling
2	1SUS						1U		01/12/95	09/18/95		06/03/97	Not Sustained by Chief's Hearing
1		1SUS							01/24/95	03/31/95		10/17/95	Sustained - 2 Days Suspension
4	1SUS								02/01/95	02/16/96		?	Not Sustained By Police Commission
2		1SUS							02/03/95	10/30/95		12/06/95	Sustained - Officer Admonished
2		1SUS							02/06/95	05/15/95		06/20/95	Sustained - Officer Admonished
1					1SUS				02/06/95	11/01/95		01/21/97	Sustained - Officers Counseled
1					1NS	1SUS			02/06/95	11/01/95		01/21/97	Sustained - Officers Counseled
2					1NS	1SUS			02/15/95	08/17/95		04/13/95	Sustained - Officer Admonished
													Sustained - One Officer 3 Days Suspension, 2 Days Held in Abeyance; Other Officer Resigned
2		1SUS							03/20/95	08/21/95		02/17/98	
3	1NS				1SUS			1NS	03/22/95	07/17/95		11/09/95	Sustained - Written Reprimand
2					1SUS				03/28/95	05/12/95		12/08/95	2yrs
1		1SUS							04/04/95	06/06/95		02/17/98	Sustained - Officer Admonished & Retrained
1									04/04/95	08/02/95		01/31/96	Sustained - Written Reprimand
2		2SUS							04/19/95	08/21/95		02/17/98	Not Sustained by Police Commission
2		1SUS	1NS						04/25/95	11/30/95		02/17/98	Sustained - Officer Admonished & Retrained
9					1SUS				05/09/95	06/02/95		08/09/95	Sustained - Officer Admonished
9					1SUS				06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com
9					1SUS				06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
9					1SUS				06/06/95	10/11/95		?	UF Dismissed,1ND Sus,1 ND withdrawn
9					1SUS				06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com
9					2SUS				06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
9					2SUS				06/06/95	10/11/95		?	UF Dismissed,1ND Sus,1 ND withdrawn
9					3SUS				06/06/95	10/11/95		?	1ND withdrawn by OCC, 2 sust. by Pol Com

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
9	1SUS		1NS	2SUS					06/06/95	10/11/95		?	3ND NS 3 Sus by Pol Comm
1				1SUS					06/16/95	02/16/96		02/07/99	Sustained - No Further Action by Chief
9		1SUS							06/2/95	10/10/96		06/27/97	Disp. changed by Chief to PC/Retraining
9		1SUS						1NS	06/2/95	10/10/96		06/27/97	Disp. changed by Chief to PC/Retraining
x				1SUS					06/2/95	06/10/96		03/15/99	Sustained - Officers Retrained
x				1SUS					06/2/95	06/10/96		03/15/99	Sustained - Officers Retrained
x		1SUS		1SUS					06/2/95	06/10/96		03/15/99	Sustained - Officers Retrained
1		1SUS	1SUS						06/29/95	03/25/96		10/08/96	Sustained - Written Reprimand
2		1PC		1SUS					06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
2			1SUS						06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
2			1SUS						06/30/95	05/16/96		04/13/98	Sustained - Officer Amonished/Reprimanded
1	1SUS			1NS					07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
1	1SUS	1SUS							07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA,UF,ND dismissed, UA,ND Withdrawn
9		1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
9				1SUS					07/20/95	08/11/95		?	Pls see Remarks Under 8/24/95 above
1			1SUS						07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1			1SUS						07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
1	1SUS								07/20/95	08/11/95		?	UF Dismissed, ND Withdrawn
x	1NS	1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
x	1SUS	1SUS							07/20/95	08/11/95		?	Sustained By Police Commission
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA Sustained by Police Commission
1	1SUS	1SUS							07/20/95	08/11/95		?	UF Not Sustained by Police Commission
1		1SUS							07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1NS	2SUS	1NS	1SUS					07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1	1SUS	1SUS	1NS						07/20/95	08/11/95		?	UA NS by Pol.Comm., SS Sustained
1		1SUS							07/20/95	08/11/95		?	Pls see Remarks Under 8/24/95 above
1	1PC	1SUS							07/20/95	08/11/95		?	Pls see Remarks Under 8/24/95 above
1		1SUS							07/20/95	08/11/95		?	Pls see Remarks Under 8/24/95 above
									08/02/95	05/22/96		08/19/97	Sustained - 20 Days Suspension, 10 Days Held in Abeyance for 2 yrs
1		2SUS	1SUS						08/04/95	02/28/97		-	Policy Recommendation
1					1SUS								
1		1SUS			1SUS				08/07/95	12/15/95		?	Term in abey 2 yrs 90 day susp, 45 in abey
2			1SUS						08/08/95	09/18/95		07/17/97	Sustained - Officer Terminated
4		1PC		1SUS				1NS	08/15/95	06/27/96		06/26/97	D-Insufficient Evidence/ND-Sustained
7	1NS	1PC			1SUS			1SUS	08/30/95	05/30/96			Charged Filed with Commission
1				1SUS					09/05/95	05/31/96			Chief's Hearing
1				1SUS					09/05/95	05/31/96			Chief's Hearing
9			1PF						09/06/95	10/03/96		-	Policy Recommendation
2				1SUS					09/15/95	02/08/96		05/29/96	Sustained - Officer Admonished
4			1SUS						09/19/95	05/13/96		12/09/96	Sustained - 90 Days Suspension
9		1SUS							09/20/95	12/05/95		08/01/97	Sustained - Written Reprimand
9		1SUS							09/20/95	12/05/95		08/01/97	Sustained - Written Reprimand
9				1SUS					09/25/95	07/22/96		04/01/96	Sustained - Written Reprimand
3	1NS	1PC	2SUS						09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3	1NS	1PC	2SUS						09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3			1SUS						09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
3			1SUS						09/26/95	09/30/96		09/21/99	Sustained - Officer Retrained
2		1NS	1SUS						10/10/95	02/14/96		07/30/96	Officer Resigned 7/30/96
9		1SUS				1NS			10/18/95	03/05/96		05/30/96	Sustained - Written Reprimand
2				1SUS					11/01/95	12/04/96		12/02/92	Sustained - Officer Retrained
2				1SUS					11/02/95	03/11/96		08/05/96	Sustained - Written Reprimand
1				1SUS				1NS	11/27/95	03/27/97		06/03/97	Sustained - Officer Admonished

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1				1SUS					11/29/95	05/13/96		06/04/97	Sustained - Officer Admonished
1		1PC		1PC					11/29/95	05/13/96		06/04/97	Sustained - Officer Admonished
9				1SUS					12/01/95	09/16/97			
9				1SUS	1SUS				12/01/95	09/16/97			
9	1SUS	3SUS	1SUS	1SUS	1PC				12/01/95	09/16/97			
9	1SUS	3SUS	1SUS	1SUS	1PC				12/01/95	09/16/97			
1				1SUS					12/07/95	04/29/97		02/24/98	Sustained - 1 Officer Admonished, Other Officer 1-day Suspension held 1 Yr. Abeyance
1				1SUS					12/07/95	04/29/97		02/24/98	Sustained - 1 Officer Admonished, Other Officer 1-day Suspension held 1 Yr. Abeyance
1				3SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
9				1SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
9				1SUS					12/08/95	10/29/96		03/12/98	Sustained - Officer Admonished & Retrained
1				1SUS	1SUS				12/13/95	02/16/96		06/02/98	Sustained - 30 Days Suspension, 18 Days Held in Abeyance for 1 year
1		1SUS							12/15/95	04/19/96		10/08/96	Sustained - Officer Admonished
1				1SUS					12/19/95	10/30/96		06/30/97	Sustained - Chief's Written Reprimand
3	1U	1PC		1SUS					12/28/95	10/18/96		02/20/97	Sustained - Officer Admonished
1				1SUS					01/09/96	05/10/96		10/08/96	Sustained - Written Reprimand
1				1SUS					01/09/96	05/10/96		10/08/96	Sustained - Written Reprimand
1				1SUS					01/10/96	07/30/96		-	Policy Recommendation
1				1SUS					01/10/96	06/10/97		-	Policy Recommendation
9				1SUS					01/10/96	04/30/97		-	Policy Recommendation
2		1SUS	2SUS						01/12/96	09/30/96		-	Member Resigned
9		2SUS							01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 In Abeyance
9		2SUS							01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 In Abeyance
9		2SUS	1NS	2SUS				1SUS	01/19/96	08/21/96		08/30/99	Sustained - 2 Officers Admonished, 1 Officer 5-days Suspension, 2 In Abeyance
9		1NS	1SUS						01/19/96	05/24/96		08/05/97	Sustained - Officer Admonished
1			2SUS						01/19/96	08/21/96		06/03/97	Sustained - Chief's Written Reprimand
2			1SUS						01/22/96	03/25/97		12/18/97	Sustained - Officer Admonished
3		1SUS							02/16/96	08/08/96		08/19/99	No Further Action by SFPD
3		1SUS	1NS						02/16/96	08/08/96		08/19/99	No Further Action by SFPD
4	1SUS		1NS						02/20/96	05/07/97		06/22/98	Not Sustained
4	1SUS		1SUS						02/20/96	05/07/97		06/22/98	Not Sustained
2		1PC	1SUS	1NS					02/20/96	04/24/97		03/02/98	Sustained - 2 Days Suspension Held in Abeyance & Officer Retrained
2		2NS	1SUS						02/20/96	06/19/97		02/23/98	Not Sustained-Policy Failure
3		1NS	1NS	2SUS					02/29/96	07/22/97		04/09/97	Sustained - Officers Admonished & Retrained
3		1NS	1NS	2SUS					02/29/96	07/22/97		04/09/97	Sustained - Officers Admonished & Retrained
3		1PC	1SUS		1U				03/01/96	08/23/96		10/27/97	Sustained - Officer Admonished
3		1SUS							03/01/96	08/23/96		10/27/97	Sustained - Officer Admonished
2			1SUS						03/01/96	12/24/96		02/18/96	Sustained - Written Reprimand
2			1SUS						03/01/96	12/24/96		02/18/96	Sustained - Written Reprimand
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished
9			1SUS						03/05/96	05/29/97		10/09/97	Sustained - Officer Admonished

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
										SFPD			
9	1NS	1PC	2NS	1SUS					03/05/96	04/24/97		06/3/097	Sustained - Officer Admonished
1									03/08/96	06/12/97		09/04/97	Sustained - 1 Day Suspension
1		1PC		1SUS					03/12/96	05/31/96		10/08/96	Sustained - Officer Counseled
3	1NS								03/13/96	04/01/97		07/01/97	Sustained - Officer Counseled
3				1SUS					03/15/96	05/29/97		12/02/97	Sustained - Chief's Written Reprimand
3	1NS			1SUS					03/15/96	12/17/97		06/22/98	Sustained - Written Reprimand
3	1PC		2SUS					1NS	03/15/96	12/17/97		06/22/98	Sustained - Written Reprimand
x				1SUS					03/21/96	10/17/97		05/07/99	Changed by MCD & OCC to Policy Failure
7		1PC		1SUS					03/21/96	06/12/98		04/28/99	Sustained - Written Reprimand
2				1SUS					03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
2				1SUS					03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
2				1SUS				1SUS	03/25/96	09/08/97		02/26/98	Sustained - Officers Counseled & Retrained
1				1SUS					03/25/96	10/29/97		02/26/98	Sustained - Officers Retrained
2				1SUS					03/26/96	11/20/96		-	Officer Resigned
1		2NS	1NS	1SUS					03/27/96	11/15/96		06/03/97	Sustained - Officer Admonished
3	1SUS								03/28/96	05/13/97		09/11/97	Not Sustained by Chief
x				1SUS					04/02/96	08/14/97		02/26/98	Sustained - Chief's Written Reprimand
x				1SUS					04/02/96	08/14/97		02/26/98	Sustained - Chief's Written Reprimand
7		1SUS		1SUS					04/04/96	10/02/96		09/08/99	Sustained - One Officer Admonished, 2nd Officer Chief's Written Reprimand
7	1SUS	1SUS		1SUS					04/04/96	10/02/96		09/08/99	Sustained - One Officer Admonished, 2nd Officer Chief's Written Reprimand
7				1SUS					04/10/96	02/13/98		06/22/98	Sustained - Written Reprimand & Officer Retrained
5					1SUS				04/12/96	05/21/98		-	POLICY FAILURE
1	1NS	1SUS	1NS						04/17/96	11/06/96		07/17/97	Sustained - Officer Admonished
3				1SUS					04/18/96	03/13/97		03/03/98	Sustained - Officer Admonished
3				1SUS					04/18/96	03/13/97		03/03/98	Sustained - Officer Admonished
1				1SUS				1NS	04/19/96	12/27/96		02/08/99	Sustained - Chief's Written Reprimand & Officer Retrained
1	1NS			1SUS					04/19/96	10/07/96			Chief's Hearing
2	2PC			1SUS					04/25/96	10/18/96		02/20/97	Sustained - Written Reprimand
3				1SUS					04/29/96	04/17/98		12/30/98	Sustained - Written Reprimand
2	1PC			1NS					05/01/96	11/06/96		08/01/97	Sustained - Officer Admonished
3	1SUS				1SUS				05/08/96	09/02/97		08/12/98	Sustained - Officer Counselled
1		1SUS							05/09/96	12/09/97		08/19/98	Sustained - Officer Admonished & Retrained
x	1SUS								06/05/96	05/13/97		12/02/97	Not Sustained by Chief
2				1SUS					06/10/96	08/15/97		03/12/98	Sustained - Officer Admonished & Retrained
2				1SUS					06/10/96	08/15/97		03/12/98	Sustained - Officer Admonished & Retrained
1				1SUS				1SUS	06/13/96	12/04/96		02/18/98	Sustained - 1 Day Suspension Held in Abeyance for 1yr
4	2SUS								06/20/96	03/31/98		11/05/98	Not Sustained by SFPD
1				2SUS				1SUS	06/27/96	12/26/96		04/02/98	Sustained - 1 Day Suspension Held in Abeyance for 1yr
x				1SUS					06/28/96	12/18/96		06/06/97	Sustained - Chief's Written Reprimand
2	1PC			1SUS					07/01/96	12/27/96		05/25/98	Not Sustained by Chief
2	1NS	2PC		1SUS					07/01/96	12/27/96		05/25/98	Not Sustained by Chief
1					1SUS				07/03/96	07/01/98		-	POLICY FAILURE
x	1SUS	1SUS							07/03/96	02/25/97	06/10/97		Charges Filed with Commission
2		3SUS							07/08/96	12/26/96		07/01/97	Sustained - Officer Counseled & Retrained
2				2NS	1SUS				07/11/96	04/30/97		12/03/97	Sustained - Written Reprimand
1				1SUS					07/18/96	06/19/97		02/20/98	Sustained - Officer Counseled & Reprimanded
4		1NS	2NS						07/22/96	05/13/97		08/01/97	Sustained - Officer Admonished
x	1PC							1SUS	07/25/96	03/26/97		06/03/97	Sustained - Officer Admonished

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complain Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
2					1SUS				07/26/96	12/18/96		07/17/97	Sustained - Officer Admonished & Retrained
2					1SUS				07/26/96	12/18/96		07/17/97	Sustained - Officer Admonished & Retrained
x	1SUS			1SUS					07/30/96	02/25/98	Charges filed with MCD		
x	1SUS	1NS		1SUS					07/30/96	02/25/98	Charges filed with MCD		
2								1SUS	08/02/96	06/05/97		09/10/98	Sustained - Officer Admonished
2			1PC	1PC	1SUS				08/02/96	06/05/97		09/10/98	Sustained - Officer Admonished
x					2SUS				08/12/96	01/71/97		02/26/98	Not Sustained-Policy Failure
2			1SUS						08/15/96	12/31/96		06/30/97	Proper Conduct by Chief
2			1SUS		1NS				08/15/96	12/31/96		06/30/97	Proper Conduct by Chief
1			1NS	1SUS					08/20/96	06/18/98			
1			INS	2SUS					08/20/96	06/18/98			
2			1NS	1SUS					08/27/96	07/17/97		09/22/98	Sustained - Officer Admonished
9				3SUS					08/29/96	05/13/97		02/04/00	Commission Charges withdrawn, remanded to Chief
1				1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1				1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1	1NS	2NS		1SUS					09/04/96	07/27/98		09/08/99	Sustained - One Officer Admonished, Two Officers Retrained
1	1NS			1SUS					09/04/96	08/13/99			
1	1SUS			1SUS					09/04/96	08/13/99			
1	1SUS			1SUS					09/04/96	08/13/99			
2			1SUS						09/19/96	07/23/98		09/10/98	Sustained - Officer Retrained
2	2NS	2PC		1SUS					09/19/96	07/23/98		09/10/98	Sustained - Officer Retrained
x				1SUS				1NS	09/20/96	03/12/97		09/05/97	Sustained - Officer Admonished & Retrained
x				1SUS				1NS	09/20/96	03/12/97		09/05/97	Sustained - Officer Admonished & Retrained
7			1NS	1SUS					09/23/96	11/26/97		12/30/97	Policy Failure
7			1NS	1SUS					09/23/96	11/26/97		12/30/97	Policy Failure
x			1SUS						09/24/96	09/10/97		02/26/98	Sustained - 3 Days Suspension
2				1SUS					09/25/96	04/21/98		07/16/98	Sustained - Officer Retrained
2	1NS	1NS		1SUS					09/25/96	04/21/98		07/16/98	Sustained - Officer Retrained
1	1NS	1NS		1SUS					09/30/96	07/17/97		09/14/98	Sustained-Written Reprimand
2			1NS		1SUS				09/30/96	07/29/97		03/05/98	Not Sustained - Policy Failure
1	1SUS	1NS	1NS	1SUS					10/02/96	03/25/97			Pending Chief's Hearing
				1SUS									Sustained - Officer Counselor (for one Officer), other Officer
1				1SUS					10/17/96	06/11/98		06/15/00	Not Sustained by Chiefs Hearing
													Sustained - Officer Counselor (for one Officer), other Officer
1			1SUS	1SUS					10/17/96	06/11/98		06/15/00	Not Sustained by Chiefs Hearing
1			2SUS					1NS	10/18/96	02/09/98		08/19/98	Adjudicated - No Further Action
1	1SUS	1PC		1NS					10/18/96	04/28/97		12/29/98	Proper Conduct by Chief
2				1SUS					10/18/96	04/28/97		12/29/98	Proper Conduct by Chief
2	1SUS	1SUS		1SUS				1SUS	10/21/96	05/07/97		02/18/98	Sustained-Retrained/5 Days Susp. in Abey.
x				1SUS					10/22/96	12/30/97		06/22/98	Sustained - Written Reprimand
x				1SUS					10/25/96	03/31/98		06/30/99	Sustained - Officers Retrained by CO.
x			1NS	1SUS					10/25/96	03/31/98		06/30/99	Sustained - Officers Retrained by CO.
x			1SUS						10/25/96	03/31/98		06/30/99	No Further Action by Chief
x				1SUS					10/25/96	07/22/97		06/22/98	Sustained-3 Days Suspension in Abeyance
													OCC Verified Complaint to Chief of Police, Proper Conduct
1				1SUS					10/25/96	06/23/98	06/21/99	06/09/00	by Chiefs Hearing
													OCC Verified Complaint to Chief of Police, Proper Conduct

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1					1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1					1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1					1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1IPC				1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1IPC				1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1IPC	1SUS			2PC				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1	1SUS				1SUS				10/25/96	06/23/98	06/21/99	06/09/00	OCC Verified Complaint to Chief of Police, Proper Conduct by Chiefs Hearing
1					1SUS				10/28/96	04/27/98		11/16/98	Not Sustained by Assist.Chief of Police
1					2SUS				10/28/96	08/27/97		04/20/98	Sustained-1 Officer w/Written Reprimand, 1 Officer on Chief's Hearing Not Sustained
1					1NS	1SUS			10/28/96	08/27/97		04/20/98	Sustained-1 Officer w/Written Reprimand, 1 Officer on Chief's Hearing Not Sustained
1	1NS				1SUS				10/29/96	02/03/98		02/08/99	Not Sustained by Assist.Chief of Police
2					1SUS				10/30/96	02/12/98			
x					1SUS	1SUS			11/01/96	03/31/97		11/03/97	Sustained - Officers Admonished & Retrained
x					1SUS	2SUS			11/01/96	03/31/97		11/03/97	Sustained - Officers Admonished & Retrained
1	1SUS	1NS			1SUS				11/06/96	04/30/97		10/29/97	Sustained - Officers Admonished & Retrained
1	1SUS	1NS			1SUS				11/06/96	04/30/97		10/29/97	Sustained - Officers Admonished & Retrained
5					1SUS				11/06/96	04/24/97		10/05/99	Sustained-1 Officer w/Written Reprimand, 1 Officer Suspended 5 Days, 2 held in Abeyance
5					1SUS				11/06/96	04/24/97		10/05/99	Sustained-1 Officer w/Written Reprimand, 1 Officer Suspended 5 Days, 2 held in Abeyance
1					1SUS				11/07/96	03/18/97		02/11/98	Officer Retired
1					1SUS				11/13/96	11/25/97		07/31/98	Sustained - Officers Retrained
1					1SUS				11/13/96	11/25/97		07/31/98	Sustained - Officers Retrained
2					1SUS		1NS		11/15/96	06/27/97		02/23/98	Sustained - Officer Admonished
1					1SUS				11/22/96	05/29/97		09/04/97	Sustained - Officers Admonished & Retrained
1					1SUS				11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1					1SUS				11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1					1SUS				11/22/96	05/27/98		03/25/99	Sustained - Officers Retrained
1					1SUS				11/25/96	06/05/98		12/30/98	One Officer Sustained-Admonished by CO, Second Officer Not Sustained
1					1SUS				11/25/96	06/05/98		12/30/98	One Officer Sustained-Admonished by CO, Second Officer Not Sustained
2					1SUS	1NS			12/06/96	08/14/97		02/08/99	Sustained - Officers Retrained
1	1SUS	2SUS			1NS	1SUS			12/06/96	06/25/97	06/10/97	11/14/00	Sustained - Chief's Suspension Letter
1		3SUS			1SUS				12/09/96	04/25/97		07/08/97	Sustained - Officer Counselled & Reprimanded
x					1SUS				12/09/96	04/11/97		02/24/98	Sustained - Officer Reprimanded
3					1SUS				12/12/96	02/23/98		03/16/99	Not Sustained by Chief of Police

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRO	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3	.	.		1SUS					12/12/96	02/23/98		03/16/99	Not Sustained by Chief of Police
5	1NS			1SUS	.1NS				01/06/97	05/29/97		09/04/97	Sustained - Officer Admonished & Retrained
1				1SUS					01/07/97	12/02/97		04/21/98	Sustained - 1 Officer Admonished, 2nd Officer 1 Day Suspension held in Abeyance
1	1NS			1SUS					01/07/97	12/02/97		04/21/98	Sustained - 1 Officer Admonished, 2nd Officer 1 Day Suspension held in Abeyance
2				1SUS					01/09/97	12/17/98		05/10/99	Retrained
2				1SUS					01/09/97	12/17/98		05/10/99	Retrained
1	1NS			1SUS		.1NS			01/09/97	07/10/97		02/26/98	Sustained - Officer Retrained
3				1SUS					01/13/97	06/19/97		07/27/98	Sustained - Written Reprimand & Officer Retrained
2				1SUS					01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
2				1SUS					01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
2	1NS	1PC		1SUS	1NS				01/13/97	07/30/97		02/16/98	Sustained - One Officer Retrained, Two Officers Admonished
3				1SUS					01/17/97	06/27/97		12/02/97	Sustained - Officer Reprimanded & Retrained
3	1NS			1SUS					01/17/97	06/27/97		12/02/97	Sustained - Officer Reprimanded & Retrained
3	1NS	1NS		1SUS					01/21/97	12/23/98	08/23/00		Charges Filed with Police Commission
3	1SUS	1NS		1SUS					01/21/97	12/23/98	08/23/00		Charges Filed with Police Commission
x					1SUS				01/23/97	04/16/97		02/30/97	Policy Failure
2	1NS			2SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2	1U			1SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2	1PC	2NS		1SUS					01/30/97	04/17/98		09/23/98	Sustained-Written Reprimand&Admonished
2		1SUS							02/04/97	11/17/97		11/05/98	Sustained - Officer Admonished
x		1PC		1SUS					02/04/97	01/15/98		08/19/99	Sustained - Officer Retrained
1		1SUS							02/04/97	12/08/97		07/28/97	Sustained - Officer Admonished
1		1SUS		1NS					02/05/97	04/07/98		06/22/98	Sustained - Officer Counselled
1	1SUS		1NS	2SUS					02/13/97	05/22/97		11/25/97	Officer pled NC, Term in abey 4 yrs 90 days
4	2PC			1SUS					02/13/97	10/28/97		03/16/99	Sustained - Officer Admonished
2				1SUS	1PC				02/14/97	02/20/98		03/02/99	Sust. by OCC, No Further Action by SFPD
6				1SUS					02/25/97	06/09/97		03/09/98	Sustained - Officer Admonished
3				1SUS					02/28/97	03/26/98		09/20/99	Sustained - Officer Admonished
3				1NS	1SUS				02/28/97	03/26/98		09/20/99	Sustained - Officer Admonished
x				1SUS					02/28/97	01/15/98		06/22/98	Sustained - One Named Officer Retrained
1				1PF					02/28/97	12/09/97		-	POLICY FAILURE
2					1SUS				02/28/97	07/09/98		-	POLICY FAILURE
													Sustained - Officer Suspended for 5 days, 2 days held in Abeyance for one year
3	1NS	1PC	1NS	2SUS					03/03/97	10/23/97		08/30/99	
4				1NS	1SUS				03/10/97	09/17/97		12/02/97	Sustained - Officer Admonished
3				1NS	1SUS				03/10/97	02/09/98		07/16/98	Sustained - Officer Admonished
2				1SUS	1NS				03/14/97	07/14/98		03/24/00	No Further Action by SFPD
2	1NS	2SUS	1NS	2NS					03/14/97	07/14/98		03/24/00	No Further Action by SFPD
2				1SUS					03/17/97	07/30/98		12/31/98	Sustained - Officer Admonished & Retrained
x				1NS	1SUS				03/24/97	02/12/98		05/13/99	Sustained - Officer Retrained
5									03/27/97	03/27/98		07/12/98	Policy Recommendation

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
2					1SUS				1SUS	03/28/97	09/08/97	12/02/97	Sustained - Officer Admonished & Policy Recommendation
3					1SUS					03/31/97	03/18/98	03/28/00	Sustained - Officer Counselled
1	1NS		2SUS						04/03/97	03/22/99		08/19/99	Sustained - Officer Admonished & Retrained
1						1SUS			04/04/97	07/22/97	09/04/97	Sustained - Officer Admonished & Retrained	
3			1SUS	1SUS		1SUS			04/04/97	12/11/97	06/22/98	Sustained-CRD&ND-5days Suspension	
1		1SUS							04/07/97	07/22/97	09/04/97	Sustained - Officer Admonished & Retrained	
x	1NS		2SUS						04/07/97	06/05/98	01/10/01	Sustained - Chief's Disciplinary Suspension	
x	1NS		2SUS			1NS			04/07/97	06/05/98	01/10/01	Sustained - Chief's Disciplinary Suspension	
4			1SUS						04/11/97	07/27/98	08/19/99	Sustained - Chief's Written Reprimand	
2		1PF							04/11/97	02/26/98	05/27/98	Changed to Policy Failure	
2			1SUS						04/11/97	12/22/99			
2			1SUS						04/11/97	12/22/99			
1	1SUS	1SUS							04/23/97	02/20/98	06/02/99	Not Sustained by Chief	
x					1SUS				04/23/97	09/08/97	02/26/98	Sustained - Officer Counselled	
3			1SUS						04/28/97	02/12/98	09/30/98	Sustained - Officer Admonished	
3		1NS	1SUS						04/28/97	02/12/98	09/30/98	Sustained - Officer Admonished	
2	1SUS	1NS	1NS						04/28/97	02/20/98	07/14/98	Sustained - Officer Retired	
x			1SUS						04/28/97	12/18/97	04/21/98	Sustained - Officer Admonished	
2		1PF							04/28/97	11/25/97	-	Policy Recommendation	
1		1U	1SUS		1NS				04/28/97	07/24/97	02/26/98	Sustained - Officer Admonished	
x					1SUS				05/09/97	07/01/98	-	POLICY FAILURE	
1	1PC	1NS	1SUS						05/12/97	08/12/97	09/23/97	Sustained - Officer Counselled	
7					1SUS				05/15/97	11/26/97	02/26/98	Sustained - Officer Counselled	
1			1SUS						05/19/97	09/30/99	03/20/00	Sustained - Officer Counselled and Retrained	
3			1SUS						05/20/97	03/30/98	07/28/98	Changed to Not Sustained by OCC	
3			1SUS						05/20/97	03/30/98	07/28/98	Changed to Not Sustained by OCC	
2		2SUS	1NS						05/22/97	06/05/98	03/24/00	No Further Action by SFPD	
2		2SUS	1NS		1NS				05/22/97	06/05/98	03/24/00	No Further Action by SFPD	
x		1SUS	1NS	1NS					05/23/97	02/05/01			
x		1SUS	1NS						05/23/97	02/05/01			
1			1SUS					1SUS	05/27/97	06/05/98	09/14/98	Sustained - 1 Day Suspension	
x	1NS	2PC			1SUS				05/27/97	05/27/98	12/15/98	Not Sustained by Chief	
x	1NS	2PC			1SUS				05/27/97	05/27/98	12/15/98	Not Sustained by Chief	
2		1NS			1SUS				05/27/97	10/14/99			
2		1U	1PC		1SUS				05/27/97	10/14/99			
x			1SUS						06/03/97	07/27/98			
x		1NS	1SUS						06/03/97	07/27/98			
x		1NS	1SUS	1SUS					06/03/97	07/27/98			
4		1PC	1PC	1SUS					06/05/97	05/07/98	09/14/98	Sustained - Chief's Written Reprimand	
2	1NS	2SUS	1NS						06/05/97	07/11/98	01/05/00	Sustained - Officer Retrained	
2	1NS	2SUS	12NS						06/05/97	07/11/98	01/05/00	Sustained - Officer Retrained	
1		1SUS	1SUS					1SUS	06/13/97	07/09/98	09/17/98	Sustained - Chief's Written Reprimand	
1		1SUS	2SUS						06/13/97	10/23/97	04/22/98	Sustained - Chief's Written Reprimand	
2		1SUS	1SUS						06/23/97	12/23/98			
2			1SUS						06/24/97	12/13/98	03/23/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Retired - No Further Action	
2			1NS	1SUS				1NS	06/24/97	12/13/98	03/23/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Retired - No Further Action	
4	1SUS	2SUS	1NS						07/01/97	12/10/98	05/22/00	Sustained - Officer Resigned	
4	2SUS	2SUS	1NS	1NS				1NS	07/01/97	12/10/98	05/22/00	Sustained - Officer Resigned	
1	1NS	2PC	2SUS						07/07/97	07/22/98	06/30/99	Sustained - Chief's Written Reprimand & Retrained	
2	1NS		1SUS						07/09/97	08/26/98	05/12/99	Sustained - Officer Retrained	

SUSTAINED CASES 1994-2000

E/I	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	DOC Sends Case to SFPD	DOC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1			1SUS						07/28/97	07/31/98		09/13/99	Sustained - 3 Days Suspension, 2 Days Held in Abeyance
1			1SUS					1SUS	07/30/97	06/05/98		03/08/99	Sustained by OCC, No Further Action by SFPD
1			2SUS						08/01/97	05/01/98		02/04/00	Sustained - Officer Retrained
1			1SUS						08/04/97	06/29/98		03/23/99	Sustained - Written Reprimand
2			1SUS						08/11/97	11/20/98		04/21/98	Sustained - Officer Retrained
1			1SUS						08/15/97	12/23/98		03/24/99	Sustained - Officers Admonished & Retrained
1			1SUS	1SUS				1NS	08/15/97	12/23/98		03/24/99	Sustained - Officers Admonished & Retrained
x								1SUS	08/19/97	02/25/98			
1	1NS		1SUS						08/22/97	07/23/98	08/10/98		Charges Filed with Commission
1	1SUS		1SUS						08/22/97	07/23/98	08/10/98		Charges Filed with Commission
1	1SUS		1SUS						08/27/97	12/11/98		03/24/99	Sustained - Officer Counseled & Retrained
x			1SUS						09/02/97	12/30/97		03/10/98	Sustained - Officer Admonished
x			1SUS	1NS					09/05/97	09/09/98		11/16/98	Sustained - Officer Admonished
1	1SUS	2NS	2NS						09/05/97	07/16/98		09/14/98	Sustained - Officer Retrained
1	1U	1SUS							09/08/97	11/03/98		03/02/99	No Further Action by Chief
2		1SUS							09/09/97	07/29/98		05/11/99	Sustained - Officers Retrained
2	1PC	1SUS							09/09/97	07/29/98		05/11/99	Sustained - Officers Retrained
2		1SUS							09/09/97	06/05/98		05/05/99	Sustained
2		1SUS							09/09/97	06/05/98		01/01/00	Sustained
2	1SUS							1SUS	09/09/97	07/21/98			
2	1NS	1PC	2NS	1NS	1NS	1SUS			09/10/97	08/31/99		08/22/00	Not Sustained/Laches by the Department
2			1SUS						09/12/97	03/30/98		08/19/99	Sustained - Officer Retrained
2			1SUS						09/12/97	06/07/99		06/18/99	Sustained - Officers Counselled
2		2NS	1SUS						09/12/97	06/07/99		06/18/99	Sustained - Officers Counselled
2	1NS	2NS	1SUS						09/12/97	06/07/99		06/18/99	Sustained - Officers Counselled
3	1SUS								09/12/97	06/04/99			
3	3PC	1SUS							09/12/97	06/04/99			
x	1NS	1NS	1SUS						09/19/97	09/28/99		12/29/99	Sustained - Officer Admonished
5			1SUS					1SUS	09/26/97	06/05/98		05/16/00	Sustained - Chief's Written Reprimand
1			1SUS						09/29/97	08/25/99		03/01/00	Sustained - Chief's Written Reprimand
3			1SUS						10/03/97	05/29/98		12/29/98	Sustained - Chief's Written Reprimand
x			1SUS					1NS	10/03/97	10/07/99			
x		1NS	1SUS						10/10/97	12/31/98		05/10/99	Sustained - Officer Admonished & Retrained
x		1SUS	1SUS	1SUS					10/10/97	12/31/98		05/10/99	Sustained - Officer Admonished & Retrained
3	1SUS								10/14/97	12/21/99			
3	2SUS	1SUS	2SUS					1NS	10/14/97	12/21/99			
x			1SUS						10/15/97	05/27/98		09/14/98	Sustained - 1 Day Suspension, Held in Abeyance
2		3NS	1SUS						10/17/97	12/15/99			
3	1NS	1SUS							10/20/97	04/29/98		03/08/99	No Further Action by Chief
1	1PC	1SUS							10/21/97	04/08/98		03/31/00	Sustained - Chief's Written Reprimand
3	2NS	1SUS						1SUS	10/21/97	08/24/98	03/24/99		Charges Filed with Police Commission
1		3SUS							10/24/97	01/29/99		06/29/99	Sustained - Chief's Written Reprimand
1		2NS	2SUS						10/24/97	01/29/99		06/29/99	Sustained - Chief's Written Reprimand
1		1NS	1SUS					1NS	10/30/97	05/22/98		05/12/99	Sustained - Officers Admonished
1	1SUS		2SUS						10/31/97	06/25/99	07/18/00		Charges Filed with Police Commission
1			2SUS						10/31/97	06/25/99	07/18/00		Charges Filed with Police Commission
1			1SUS						11/03/97	10/14/99			
1		2SUS	2NS	1SUS				1SUS	11/03/97	10/14/99			
1			1SUS						11/03/97	06/05/98			
1			1SUS						11/10/97	04/22/98		12/29/98	Sustained - Chief's Written Reprimand
4	1NS		1SUS						11/10/97	07/27/98		03/16/99	& Officer Retrained
4		1SUS							11/10/97	07/27/98		03/16/99	Sustained - 2 Days Suspension Held in Abeyance for 1 Year
4		1SUS							11/10/97	07/27/98		03/16/99	Sustained - 2 Days Suspension Held in Abeyance for 1 Year

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	SFCC Sends Case to SFPD	OCRC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
5	1PC	1PC		1SUS					11/10/97	11/02/98		01/07/99	Sustained - Officer Retrained
3	1U	1U	1NS	1NS					11/14/97	10/08/99		11/01/00	Sustained - Officers Counselled & Retrained
1				1SUS					11/17/97	01/29/99		05/10/99	Sustained - Officers Counselled & Retrained
1			1SUS						11/17/97	01/29/99		05/10/99	Sustained - Officers Counselled & Retrained
1	1NS	2NS		1NS					11/17/97	01/29/99		05/10/99	Sustained - Officers Counselled & Retrained
1				2SUS					11/24/97	03/27/98		01/01/00	Sustained - Officers Counselled & Retrained
1				1SUS					11/26/97	08/24/98		11/16/98	Sustained - Officers Counselled & Retrained
4		1SUS	1SUS						11/26/97	12/31/99			
4	1NS	1SUS	1SUS						11/26/97	12/31/99			
1				1SUS					12/04/97	05/27/98		12/30/98	Sustained - Written Reprimand
1	1PC	1PC		1SUS					12/04/97	05/27/98		01/01/00	Sustained - One Officer Admonished, Second Officer Chief's
1				1SUS					12/16/97	07/31/98		12/09/98	Policy Failure
1	1PC		1SUS						12/16/97	07/31/98		12/09/98	Policy Failure
3	1SUS	1SUS							12/19/97	03/31/99		01/08/01	Sustained - Chief's Disciplinary Reprimand
x	1NS	1SUS							12/23/97	08/17/98		01/01/00	Sustained - Officer Retrained
3	1SUS	1SUS	1SUS						12/23/97	08/13/00			Charges filed with Police Commission
2			1SUS						12/30/97	07/15/98		12/31/98	Not Sustained by Assistant Chief of Police
x		1SUS							12/30/97	04/27/98		12/29/98	Sustained - Officer Admonished & Retrained
3	2PC	1NS	1SUS						01/12/98	12/23/98		10/18/00	Sustained - Officer Admonished & Retrained
1			1SUS						01/12/98	01/29/99		08/19/99	Sustained - Officer Admonished
2	2SUS	1PC	1SUS						01/12/98	06/11/99		05/22/00	Sustained - Officer Resigned
1		1NS							01/16/98	04/26/98		06/22/98	Sustained - Officer Counselled & Retrained
1		2NS	2NS	1SUS					02/05/98	08/24/98		03/15/99	Sustained - Officer Admonished
1		2NS	1SUS						02/09/98	08/26/99			
1				1SUS					02/10/98	11/30/99		02/04/00	Sustained - No Further Action, GC3304
1				1SUS					02/10/98	11/30/99		01/01/00	Sustained - No Further Action, GC3304
x		1SUS	1SUS						02/20/98	12/30/98		03/24/99	Sustained - Officer Admonished
3		1NS	2SUS						02/23/98	08/06/98		09/27/00	Sustained - Officer Admonished
3		1NS	2SUS						02/23/98	08/06/98		09/27/00	Sustained - Officer Admonished
3	1NS	1SUS							02/23/98	07/31/99		07/29/99	No Further Action by Chief
1				1SUS					03/02/98	12/04/98		06/02/99	Not Sustained by SFPD
x									03/02/98	11/30/98		01/01/00	Referred to Commanding Officer
1				1SUS					03/02/98	12/04/98		01/01/00	Not Sustained by SFPD
1			1SUS						03/10/98	10/30/98	12/14/98	Pending - Police Commission	
2		1NS							03/10/98	03/05/99			
1		2NS	1SUS						03/11/98	10/06/98		05/24/99	Insufficient Evidence by Assistant Chief of Police
1			1SUS						03/11/98	09/15/98			
1	1PC	1PC							03/16/98	07/14/98		05/13/98	Sustained - Officer Admonished & Retrained
3				1SUS					03/19/98	07/07/99			
3				1SUS					03/19/98	07/07/99			
1				1SUS					03/23/98	12/17/98		01/01/00	Sustained - Officer Admonished & Retrained
2				2SUS					03/23/98	08/26/99			
2				1SUS	2SUS				03/23/98	08/26/99			
x									04/13/98	10/09/98		12/31/98	Sustained - Officer Counselled & Retrained
1		1SUS	1NS						04/13/98	02/23/99		05/24/99	No Further Action by Chief
2		1PC	2SUS						04/15/98	04/29/99			

SUSTAINED CASES 1994-2000

Enth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action	
1									04/23/98	03/08/99		01/01/00	Sustained - Officer Retrained	
1									04/27/98	07/14/98		05/27/99	Sustained - 1 Day Suspension	
3	3PC	1SUS							04/27/98	12/30/98		03/24/99	Sustained - Officer Admonished	
3									05/04/98	04/20/99		06/22/99	No Further Action by Chief	
3								2NS	05/04/98	04/20/99		06/22/99	No Further Action by Chief	
x									05/08/98	08/12/99		10/26/00	Sustained - Officer Counselled & Retrained	
x									1SUS	05/11/98	06/10/98			
x									05/22/98	11/24/99				
x									05/22/98	11/24/99				
2									05/27/98	12/13/99		02/07/00	No Further Action, GC3304	
2	1NS	2PC			1NS			1SUS	05/27/98	12/13/99		02/07/00	No Further Action, GC3304	
4	1NS	2SUS	1SUS	1SUS					06/02/98	04/28/99		09/15/99	Sustained - Officer Admonished & Retrained	
x	1SUS								06/08/98	09/30/99		06/19/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Not Sustained by Chief's Hearing, GC3304	
x	1SUS								06/08/98	09/30/99		06/19/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Not Sustained by Chief's Hearing, GC3304	
4	1NS	2NS	1NS	1NS				1SUS	06/08/98	05/27/99		06/19/00	Sustained - One Officer Chief's Written Reprimand, Other Officer Not Sustained by Chief's Hearing, GC3304	
1	1SUS	1U		1NS					06/11/98	02/17/99		05/11/99	Sustained - Officer Retrained	
1	1SUS	1NS							06/19/98	03/15/99				
1	1SUS	1NS							06/19/98	03/15/99				
2	1SUS								07/08/98	06/14/99		02/02/01	Changed to Not Sustained by OCC	
2	1SUS	1NS	1NS						07/08/98	06/14/99		02/02/01	Changed to Not Sustained by OCC	
1	2PC	1SUS	1SUS					1NS	07/13/98	04/28/99		03/28/00	Proper Conduct by Chief's Hearing	
x	1SUS								07/14/98	12/01/98		-	Policy Recommendation	
4	1SUS								07/16/98	06/30/99				
3	1SUS								07/21/98	02/25/99		03/31/00	Sustained - Chief's Written Reprimand	
1	1SUS								07/22/98	05/13/99		03/16/00	Sustained - 3 Days Suspension	
x	1SUS								07/22/98	09/11/00		10/01/00	No Further Action, GC3304	
1			1SUS	1PC				1NS	07/24/98	06/30/99		12/29/99	Sustained - Officer Admonished & Retrained	
5			1SUS						07/24/98	09/27/99		06/15/00	Sustained - One Officer Admonished, Other Officer Proper Conduct by Chief's Hearing	
5			1SUS						07/24/98	09/27/99		06/15/00	Sustained - One Officer Admonished, Other Officer Proper Conduct by Chief's Hearing	
1	1PC							1SUS	07/24/98	06/03/99		03/15/00	Sustained - Chief's Written Reprimand	
2	1PC	1SUS						1NS	07/31/98	07/13/99		08/15/00	No Further Action, GC3304	
6	1SUS	1NS							08/03/98	07/22/99				
1			1SUS						08/12/98	12/31/99		03/29/00	No Further Action, GC3304	
1			1SUS						08/12/98	12/31/99		03/29/00	No Further Action, GC3304	
1			1SUS	2NS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304	
1	1NS	1SUS	1PC	1NS					08/12/98	12/31/99		03/29/00	No Further Action, GC3304	
1	1NS	1SUS	1SUS						08/12/98	12/31/99		03/29/00	No Further Action, GC3304	
1	1SUS	1NS	1NS						08/24/98	09/07/99		12/18/00	No Further Action, GC3304	
1		2SUS	1NS					1NS	08/24/98	09/07/99		12/18/00	No Further Action, GC3304	
1	1SUS	2SUS	2SUS	2SUS					08/31/98	07/22/99		05/22/00	Sustained - Officer Resigned	
4			1SUS						09/15/98	12/28/99		03/29/00	No Further Action, GC3304	
2			1SUS						09/30/98	12/24/99		06/01/00	No Further Action, GC3304	
1			1SUS						10/02/98	01/10/00		03/29/00	No Further Action, GC3304	
1			1SUS						10/02/98	01/10/00		03/29/00	No Further Action, GC3304	
2				1SUS					10/06/98	07/29/99		02/26/01	Sustained - Officer Admonished & Retrained	
2				1SUS					10/06/98	07/29/99		02/26/01	Sustained - Officer Admonished & Retrained	
1	1NS		1SUS					1NS	10/09/98	08/31/99		10/26/00	Sustained - Officer Counselled & Retrained	
2			1SUS						10/09/98	12/21/99		06/30/00	Sustained - Chief's Written Reprimand	
x			1SUS	1NS					10/14/98	09/30/99		06/19/00	Not Sustained, GC 3304	

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
x		:1SUS :							10/15/98	09/28/99		12/29/99	Sustained - Officer Retrained
3		:1SUS :2NS							10/16/98	03/31/99		09/15/99	Sustained - Officer Retrained
2		:4NS :1NS :1SUS							10/26/98	10/25/99		06/22/00	Sustained - Officer Retrained
3		:1PC							11/03/98	09/28/99		02/02/00	Sustained - Counselled by CO
5		:1NS :1SUS							11/09/98	08/27/99		06/20/00	Sustained - Chief's Written Reprimand & Officer Retrained
2		:1NS :1SUS :1NS							11/10/98	05/26/99		08/19/99	Sustained - Officer Admonished & Retrained
1		:1SUS :1SUS							11/17/98	05/18/99		09/07/99	Sustained - Chief's Written Reprimand
2		:1NS :1SUS							11/25/98	07/30/99			
2		:1SUS							11/25/98	07/30/99			
x		:1NS :1SUS							11/30/98	08/31/99		03/08/00	Sustained - Officer Admonished
x		:1SUS							12/01/98	11/22/99		11/01/00	Sustained - Officer Counselled & Retrained
x		:1SUS :1SUS							12/11/98	07/30/99		04/12/00	Proper Conduct by Chief
x		:1SUS :1PC							12/15/98	07/30/99		06/16/00	Sustained - Officer Admonished & Retrained
4		:1PF :1SUS							12/15/98	03/31/99		02/02/00	Sustained - Officer Admonished & Retrained
2		:1PC :1SUS							12/29/98	06/30/00		08/03/00	Sustained by OCC, No Further Action by SFPD
2		:3NS :3NS							12/29/98	06/30/00		08/03/00	Sustained by OCC, No Further Action by SFPD
2									01/12/99	12/22/99		11/14/00	Sustained - Officer Retrained
2		:1SUS							01/14/99	09/07/00			
1		:1SUS							01/15/99	11/30/99			
1		:1SUS							01/15/99	11/30/99			
1		:2SUS							01/27/99	12/15/99		05/22/00	Sustained - Officer Resigned
1		:6PC :1NS :2NS							01/27/99	12/29/99			
x		:5SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
x		:3SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
x		:3SUS							02/02/99	01/27/00		12/27/00	Sustained - Officer Admonished & Retrained
1		:1SUS :1SUS							03/10/99	08/25/99			
1		:1NS :1NS :2SUS							03/16/99	02/29/00			
3									03/18/99	02/29/00		12/20/00	Sustained - Officer Admonished & Retrained
x		:1SUS :1NS :1SUS :1PC							03/18/99	12/22/99	04/05/00		
1									03/18/99	12/29/99			
1									03/18/99	12/29/99			
1									03/18/99	12/29/99			
1									03/18/99	12/29/99			
1		:1SUS :1SUS							03/18/99	12/29/99			
2		:1NS :1NS :1SUS							03/24/99	01/24/00			
2		:1SUS :2NS :1NS :2SUS :1NS :1NS							03/24/99	01/24/00			
1		:1PC :1SUS							03/29/99	12/31/99		06/26/00	Sustained - Officer Retrained
1									03/31/99	04/28/00			
1									04/19/99	06/30/99		01/06/00	Sustained - Chief's Written Reprimand & Officer Retrained
2		:1SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		:1SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		:2SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		:1NS :1SUS							04/21/99	11/14/00		01/22/01	No Further Action - GC 3304
2		:1NS :2PC :1SUS							04/27/99	12/30/99		12/20/00	Sustained - Officer Admonished & Retrained
7		:1PC							04/27/99	12/30/99		10/26/00	Sustained - Officer Admonished
1		:2NS :1SUS :1NS							05/03/99	08/23/00		12/20/00	No Further Action, GC3304
x		:1NS :1PC :1SUS							05/06/99	10/08/99		01/05/00	Sustained - Officer Retrained
x		:1NS :2PC :1NS :1SUS							05/06/99	10/08/99		01/05/00	Sustained - Officer Retrained
x		:1SUS :1NS							05/10/99	03/22/00		12/18/00	Sustained - Chief's Disciplinary Suspension

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRO	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
3								1PF	05/12/99	05/31/00			
x			1SUS						05/17/99	08/26/99		02/27/01	Sustained - Chief's Disciplinary Reprimand
3			1SUS		1U				05/18/99	03/31/00		10/23/00	Sustained - Officer Admonished & Retrained
3			1SUS	1NS					05/18/99	03/31/00		10/23/00	Sustained - Officer Admonished & Retrained
1	1SUS			2SUS					05/18/99	01/24/00			
1					1SUS				05/20/99	05/31/00			
2			1SUS						05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2			1SUS						05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2			2SUS	2SUS	2NS			1SUS	05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
2			1SUS	3NS	2NS			1U	05/21/99	12/28/99	04/19/00		Charges Filed with Police Commission
x			1SUS		1NS			1SUS	05/24/99	08/30/99		06/29/00	Sustained - Chief's Disciplinary Reprimand
1				1SUS					05/24/99	02/28/00		06/22/00	Sustained - Officer Retrained
3	1NS	1NS		1SUS					05/26/99	12/29/99			
1	1SUS		1NS	2NS				1NS	05/30/99	05/31/00		05/22/00	Sustained - Officer Resigned
2	3SUS	1U	1SUS	1NS				1SUS	06/01/99	05/31/00		05/22/00	Sustained - Officer Resigned
1			1SUS						06/04/99	12/31/99		06/22/00	Sustained - Officer Admonished
1			1SUS						06/09/99	03/31/00			
1			1SUS						06/09/99	03/31/00			
x			1NS	4SUS					06/09/99	06/12/00			
x			2NS	3SUS					06/09/99	06/12/00			
2			2SUS	1NS				1NS	06/15/99	04/28/00		12/27/00	Sustained - Officer Counseled and Retrained
2			3SUS					1NS	06/15/99	04/28/00		12/27/00	Sustained - Officer Counseled and Retrained
1			1SUS						06/16/99	04/28/00		09/19/00	Sustained - Officer Counseled
1			1NS	1NS				1SUS	06/22/99	12/30/99		10/26/00	Sustained - Chief's Written Reprimand
1			1PF						06/22/99	05/31/00		-	Policy Recommendation
1				1SUS					06/25/99	07/29/99		12/29/99	Sustained - Officer Counseled & Retrained
2			2NS	2NS	1NS	1NS		1SUS	06/25/99	06/30/00			
6			1NS	1SUS				1NS	06/28/99	01/07/00		06/30/00	Sustained - Officer Retrained
x			1	1SUS					07/06/99	12/22/99		06/26/00	Sustained - Officer Retrained
2			1SUS						07/1/99	11/30/99		11/28/00	Sustained - Officer Retrained
2			2U	1SUS					07/12/99	11/30/99		11/28/00	Sustained - Officer Retrained
2				1SUS					07/12/99	12/24/99		11/21/00	Sustained - Chief's Written Reprimand & Retrained
x	1NS		1PC	1SUS				2NS	07/12/99	09/28/99			
1			1PC	1SUS					07/20/99	05/05/00		10/23/00	Sustained - Officer Admonished & Retrained
x				1SUS					07/26/99	09/08/00		03/13/01	Sustained - Officer Admonished & Retrained
x				1SUS					07/26/99	09/08/00		03/13/01	Sustained - Officer Admonished & Retrained
3			1SUS	1SUS					07/28/99	05/31/00		10/06/00	Sustained - Chief's Written Reprimand
3			1SUS	1SUS					07/28/99	05/31/00		10/08/00	Sustained - Chief's Written Reprimand
3			1SUS	1SUS					07/28/99	05/31/00		10/08/00	Sustained - Chief's Written Reprimand
2				1SUS					07/30/99	06/26/00		09/21/00	Sustained - Officer Counseled & Retrained
1			1PC	1NS	1SUS			1NS	07/30/99	05/24/00		10/23/00	Not Sustained by Chief's Hearing
1	1NS		1SUS	1NS	1NS				08/02/99	04/28/00		09/19/00	Sustained - Officer Counseled
x			1SUS	1SUS					08/06/99	08/18/00			
x			1SUS	1SUS					08/06/99	08/18/00			
x			1SUS	2NS	2NS				08/13/99	04/24/00		11/16/00	Sustained - Chief's Written Reprimand
2			1U	1SUS					08/16/99	12/15/99		11/28/00	Sustained - Officer Admonished & Retrained
7				1SUS					08/23/99	06/30/00		09/29/00	Sustained - Chief's Written Reprimand
2			2SUS	1NS				1NS	08/30/99	06/01/00			
2			2SUS	2NS	3NS			1NS	08/30/99	06/01/00			

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action
1			2NS	2NS			1SUS		08/31/99	12/24/99		10/20/00	Sustained - Chief's Written Reprimand
2					1SUS				09/15/99	09/07/00		12/18/00	Sustained - Officer Admonished & Retrained
x		1SUS	2NS	1NS					09/20/99	04/13/00		10/20/00	Sustained - Officer Admonished & Retrained
1					1SUS				09/22/99	03/10/00		09/21/00	Sustained - Officer Admonished
1					1SUS				09/27/99	03/24/00			
1					1SUS			2SUS	09/28/99	01/05/01			
3		1NS	1NS	1NS	1SUS				09/28/99	12/30/99		06/30/00	Sustained - Officer Admonished
3	1NS	2NS	1NS	1SUS					09/28/99	12/30/99		06/30/00	Sustained - Officer Admonished
2		1PC	2NS	1SUS				1NS	09/28/99	05/30/00			
2	1SUS	1PC	1NS					1NS	09/28/99	05/30/00			
1			1SUS						10/04/99	04/28/00		10/23/00	Not Sustained by Chief's Hearing
x				1SUS					10/07/99	01/31/01			
x				2SUS					10/07/99	01/31/01			
x				3SUS					10/07/99	01/31/01			
x		1SUS	1NS						10/12/99	12/22/99		09/19/00	Sustained - Officer counseled & Retrained
3	1SUS			1NS					10/12/99	08/04/00			
4			1SUS						10/15/99	01/05/01			
2		1PC		1SUS					10/15/99	12/22/99		06/26/00	Sustained - Officer Retrained
3			1NS	1SUS					11/03/99	05/31/00		09/27/00	Sustained - Officer Admonished & Retrained
3	1NS	1PC		1SUS					11/03/99	05/31/00		09/27/00	Sustained - Officer Admonished & Retrained
2		1NS	1SUS				1NS		11/15/99	10/31/00		01/26/01	Sustained - Officer Admonished & Retrained
1		1SUS					1NS		12/03/99	03/10/00		11/01/00	Sustained - Officer Retrained
2	1SUS								12/07/99	09/29/00			
1			1SUS	2NS					12/13/99	09/05/00		12/18/00	Sustained - Officer Admonished & Retrained
2			2NS		1SUS				12/20/99	03/31/00		09/18/00	Sustained - Officer counseled & Retrained
2		1NS	1SUS						12/20/99	03/27/00		06/30/00	Sustained - Officer counseled
x			1SUS	1NS					12/28/99	04/04/00		09/18/00	Sustained - Officer Admonished
2			3NS	1NS	1SUS				12/28/99	08/31/00		12/20/00	Sustained - Officer Admonished & Retrained
1						1SUS			12/30/99	02/29/00		06/28/00	Sustained - Chief's Disciplinary Reprimand
2	1SUS				2SUS	1SUS		1SUS	12/31/99	12/29/00			
3						1SUS			01/07/00	12/29/00			
3					1PC	1SUS	1NS		01/07/00	12/29/00			
1					1PC	1SUS			01/10/00	08/28/00		12/18/00	Sustained - Officer Admonished
1			1SUS	1SUS					01/12/00	10/04/00		03/13/01	Sustained - Chief's Disciplinary Reprimand
1			1SUS						01/21/00	10/23/00			
1					1SUS				01/26/00	07/27/00		09/28/00	Sustained - Officer Admonished
1			1PC	1NS	1SUS				02/03/00	09/22/00		12/20/00	No Further Action - Officer Retired
4		1PC	1SUS	2PC					02/04/00	04/27/00		09/18/00	Sustained - Officer counseled
x				1SUS					02/07/00	05/30/00		09/28/00	Sustained - Officer counseled & Retrained
3			1SUS						02/24/00	08/22/00		12/18/00	Sustained - Officer Admonished & Retrained
3			1SUS	2NS			1NS		02/24/00	08/22/00		12/18/00	Sustained - Officer Admonished & Retrained
7	1NS			1SUS			1SUS	1SUS	02/25/00	11/27/00			
7	1SUS				1NS				02/25/00	11/27/00			
3					1SUS				02/29/00	12/22/00			
1						1SUS			03/03/00	07/25/00		11/06/00	Sustained - Officer counseled & Retrained
1	1NS	1PC				1SUS			03/13/00	06/30/00		10/25/00	Sustained - Officer counseled & Retrained
2	1SUS		1NS						03/13/00	12/08/00			

SUSTAINED CASES 1994-2000

Eth	UF	UA	CRD	ND	RS	SS	D	POL	Complaint Received	OCC Sends Case to SFPD	OCC Requests Police Commission Hearing	SFPD Response Date	SFPD Action	
2		1SUS	2NS	1NS					03/13/00	12/06/00				
2			2SUS						03/15/00	11/30/00				
2	1NS	2SUS	1NS	1SUS					03/15/00	11/30/00				
2				1NS					03/20/00	08/31/00				
2	2PC	2SUS		1SUS	1SUS				03/20/00	08/31/00				
1				1SUS					03/21/00	05/31/00				
3			1NS	1SUS					04/13/00	09/29/00				
1						1SUS			04/26/00	05/31/00				
2	1PC		1SUS						04/28/00	08/31/00				
2	1PC	1PC	1SUS						04/28/00	08/31/00				
1		1SUS							05/02/00	09/29/00				
2	1PC		1SUS						05/11/00	12/27/00				
2	1PC		1SUS						05/11/00	12/27/00				
2	1NS	2SUS	1SUS	1SUS					05/12/00	12/27/00				
x		1SUS							05/22/00	08/31/00				
1			2SUS						05/22/00	09/15/00				
1	1SUS	1NS	1NS						06/01/00	09/18/00				
x	1SUS	1SUS	1SUS						06/09/00	11/16/00				
x	1SUS	1SUS	1SUS						06/09/00	11/16/00				
x	1SUS	1SUS	1SUS						06/09/00	11/16/00				
x	2NS	1NS	1NS			1SUS			06/09/00	11/16/00				
x		1NS	1SUS						06/15/00	08/31/00				
1	1SUS	1NS							06/20/00	11/14/00				
5		1SUS					1SUS		07/05/00	12/04/00				
2	4NS	2NS	1NS		1SUS				07/17/00	01/31/00				
2			2SUS						08/01/00	12/29/00				
2		3SUS	1SUS	2SUS					08/01/00	12/29/00				
2			2SUS						08/01/00	12/29/00				
2		3SUS	2SUS						08/01/00	12/29/00				
1			1SUS						08/08/00	10/10/00				
2		3NS	1SUS						08/14/00	11/30/00				
2		3NS	1NS	1SUS					08/14/00	11/30/00				
3	1NS	2NS	1NS	1SUS		1NS			10/13/00	12/21/00				
3	1SUS	1SUS	3NS						10/23/00	01/31/01				
2		1PC	1SUS						11/14/00	12/28/00				
1		1SUS	1NS						11/17/00	12/27/00				

Policy Recommendation
Office of Citizen Complaints
First Quarter 2000

Reference: OCC # 0120-99, DM-15 Informant Management Manual (2/98)

OCC Investigator: Irene Rapoza

Subject: Responsibilities to Actual or Perceived Informants

Recommendation:

OCC recommends that the Department amend DM-15 and issue a General Order to explain members' duties to persons, who are or who may be perceived to be informants in order to:

- 1) prevent retaliation against these individuals and
- 2) promote interactions that avoid the creation of unrealistic expectations for or by these individuals.

Background:

While in the custody of the Sheriff's Department complainant obtained physical evidence he believed would assist the Police Department in completing the investigation of a violent crime. The complainant contacted a police investigator and provided the evidence during a jail visit. The police investigator said, "I'll give it to the District Attorney." Complainant interpreted the investigator's statements to suggest that complainant would receive consideration towards reduction of charges pending against him. Complainant also believed that he would be housed in administrative segregation, or otherwise protected, in order to prevent being placed in jeopardy. Complainant stated that he was assaulted after a court appearance in which the implicated party learned that the physical evidence had been provided to police investigators.

In the course of OCC's investigation, the police investigator acknowledged receipt of the evidence. The police investigator stated that he informed complainant that he believed the evidence was redundant and asserted that he made no offers of assistance in exchange for the information. The police investigator did not report the contact to the Sheriff's Department, as he believed that he was under no duty to do so, and that he had not established any special relationship with complainant, because the complainant was in the custody of the Sheriff's Department. The supervising officer confirmed the police investigator's interpretation of current Department policy and procedure.

Prepared by:

River Abeje
River G. Abeje
Policy and Outreach Specialist

Approved by:

Mary C. Dunlap 3/2/00
Mary C. Dunlap
Director

Policy Recommendation
Office of Citizen Complaints
Fourth Quarter 2000
Reference OCC # 0390 - 99

Subject: Questioning of Transgender Individuals

Recommendation: The Office of Citizen Complaints recommends that the San Francisco Police Department

- (1) augment training at the Police Academy for both new recruits and experienced officers to provide guidance as to culturally competent language and behavior in the questioning and other treatment of persons who identify, or who are identified by officers, as transgender individuals; and,
- (1) invite appropriate personnel from the City's Human Rights Commission, Community United Against Violence (CUAV) and other expert institutions to participate in training SFPD sworn personnel, pursuant to the above; and,
- (1) standardize documentation as to transgender individuals in incident reports and other SFPD forms, to include, among other items, complete documentation for persons who use various (e.g., male and female) aliases.

Case Background:

Complainant, a self-identified transgender woman, was booked as a male. Complainant felt that the officer's language and attitude shown toward her were disrespectful of her gender identity. During OCC investigation, a supervising officer stated that he believed that officers would benefit from clarification of current training on documentation of transgender persons. OCC also has received information from several transgender individuals supporting this recommendation.

Investigated by: David Aulet, Investigator

Prepared by: RIVER G. ABEdE, Policy and Outreach Specialist

Mary C. Dunlap
Approved by: MARY C. DUNLAP, Director

Date: December 11, 2000

DEFINITIONS OF ALLEGATIONS

Unnecessary Force (UF): Any use of force that exceeds the level of force reasonably needed to perform a necessary police action.

Unwarranted Action (UA): An act or action not necessitated by circumstances or which does not effect a legitimate police purpose.

Conduct Reflecting Discredit (CRD): An act or action, which by its nature, reflects badly on the Department and undermines public confidence.

Neglect of Duty (ND): Failure to take action when some action is required under the applicable laws and regulations.

Racial Slur (RS): Behavior or use of language meant to belittle or defame because of race or ethnicity.

Sexual Slur (SS): Behavior or use of language meant to belittle or defame because of sex or sexual orientation.

Discourtesy (D): Behavior or language commonly known to cause offense, including the use of profanity.

DEFINITIONS OF FINDINGS

Sustained (S): A preponderance of the evidence proved that the conduct complained of did occur, and that using as a standard the applicable regulations of the Department, the conduct was improper.

Not Sustained (NS): The investigation failed to disclose sufficient evidence to either prove, or disprove the allegation made in the complaint.

Proper Conduct (PC): The evidence proved that the acts, which provided the basis for the allegations, occurred; however, such acts were justified, lawful, and proper.

Unfounded (U): The evidence proved that the acts alleged in the complaint did not occur, or that the named member was not involved in the acts alleged.

Policy Failure (PF): The evidence proved that the act by the member was justified by Departmental policy, procedure, or regulation; however, the OCC recommends a change in the particular policy, procedure, or regulation.

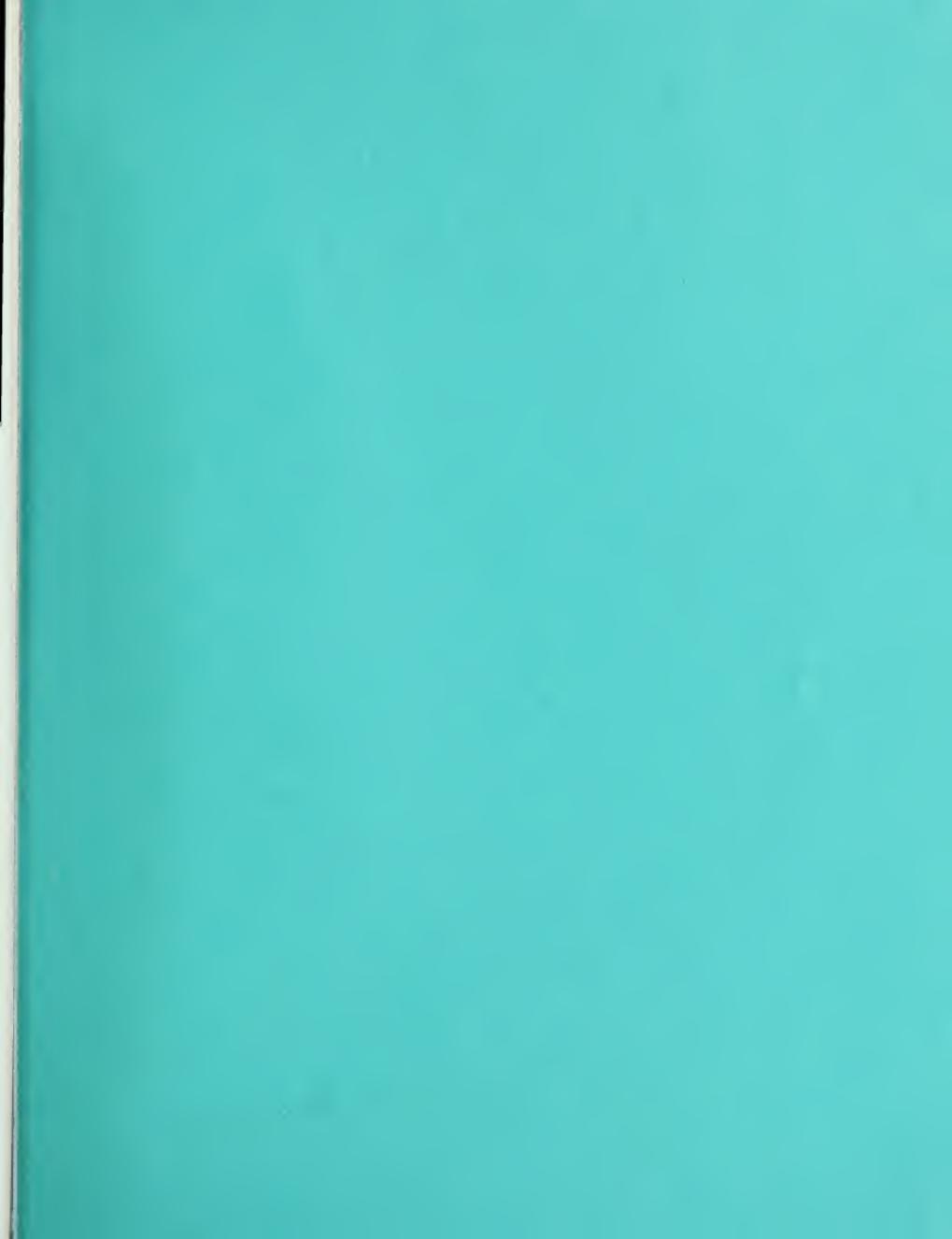
Supervision Failure (SF): The evidence proved that the action complained of was the result of inadequate supervision when viewed in light of applicable law; training; and Departmental policy and procedure.

Training Failure (TF): The evidence proved that the action complained of was the result of inadequate or inappropriate training; or a absence of training when viewed in light of Departmental policy and procedure.

Information Only (IO): The evidence proved that the action complained of did not involve a sworn member of the Department; or that the action described was so obviously imaginary that their occurrence is not admissible by any competent authority. Information Only allegations are not counted as complaints against sworn members of the Department. Complaints against non-sworn employees of the Department are referred to Management Control Division. Complaints against employees of other agencies are referred to the appropriate agency.

No Finding (NF): The complainant failed to provide additional requested evidence, or the complainant requested a withdrawal of the complaint.

Mediated (M): By mutual agreement of the complainant and the accused member, the complaint was mediated and resolved in a non-disciplinary manner.



2





